

GGI announces new equality, diversity and inclusion practice

The Good Governance Institute (GGI) today announces the addition of an equality, diversity and inclusion (ED&I) practice to its range of governance consultancy services.

The new ED&I practice will draw on GGI's extensive experience of advising clients on diversity and inclusion issues. It will also benefit from the expertise of close allies of GGI - HR and D&I specialists Synergised Solutions Ltd alongside groups we work with - the Seacole Group and Diversity By Design.

The coronavirus pandemic has shown that there remains a great deal of work to do in the areas of equality, diversity and inclusion. The disproportionate impact of COVID-19 on NHS staff members and Black, Asian and Minority Ethnic (BAME) people in our communities highlights the need for immediate action.

BAME leaders in the NHS should be included in the decision-making process to help make the service a better, fairer organisation that's more representative of the entire community. It's GGI's intention to work with its new allies to help ensure that happens.

Andrew Corbett-Nolan, CEO of the GGI said: "Drawing on the deep expertise and experience of Synergised Solutions Ltd will add new depth to GGI's ability to promote good governance, diversity and inclusion to ensure that the NHS and other public or third sector boards make this a priority now.

"Ethnic diversity is more than a tokenistic exercise of appointing more people to the board with BAME characteristics. All board members need to be appointed for the skills, expertise and the experience they bring to the decision-making process. Good boards need to work with its members to include the voices and particular experiences and priorities BAME leaders bring with them. Accepting unconscious bias exists allows boards to see where their plans and assessments lack a diverse point-of-view. It then enables them to seek to include the views of people from all backgrounds to make more comprehensive plans that will make for a better experience for individual leaders, staff and for a healthier more sustainable organisation that is representative of the community it serves."

Notes to editors

About the GGI

- Identified by the Financial Times as one of the top 20 consultancies operating in the public sector, GGI brings a decade of experience working with leaders on the broad canvas of governance. GGI's reputation as a thought-leader working to review and develop boards and governing bodies makes it a recognised partner across health, social care, education, local government, and the charitable and corporate sectors.
- GGI's value lies not only in its detailed understanding and expertise in relation to the challenges and opportunities faced by board members, but also in its ability to bring issues of governance to life through delivering support in strategy, leadership, engagement, and organisational development.
- <https://www.good-governance.org.uk/>

About Synergised Solutions Ltd

- Synergised Solutions Ltd is a team of HR and D&I specialists with over 25 years combined experience of working with multinationals, top-tier consultancies, developing and progressive government and public sector agencies.

- Synergised Solutions Ltd has extensive experience in designing and delivering ED&I initiatives aligned to organisational visions and values. Their approach is evidence-based with a heart-centred philosophy. They weave the practices and principles of Emotional and Cultural Intelligence as a foundation stone to enhance D&I strategies.
- The team have worked across the UK, Europe, USA, Caribbean, UAE and Australia delivering consultancy interventions and keynote presentations in the UK, Netherlands, Italy, Paris and USA.
- <https://www.synergisedsolutions.com/>

About the Seacole Group

- Named after Mary Seacole, the British-Jamaican nurse who treated wounded servicemen behind the lines during the Crimean War, the Seacole Group works to realise its vision of NHS boards better reflecting the ethnic diversity of the communities they serve.
- The 2018 NHS provider board membership and diversity survey showed how much remains to be done in this area. It revealed that although people from BAME backgrounds make up 14% of the population, they constitute just 7.7% of NHS provider boards.
- <https://www.seacolegroup.com/>

About Diversity By Design

- Diversity By Design is a consultancy that uses the power of difference to help organisations or businesses more effective. The work they do is energising, valuable and drives performance.
- <https://diversitybydesign.co.uk/>

If you have any questions or would like to discuss in more detail please contact Stephen McCulloch, Director of Communications for the Good Governance Institute – Stephen.mcculloch@good-governance.org.uk or 07885 114149