



Financial Services Culture Board

Diverse employees and inclusive cultures

Financial Services Culture Board

FSCB Assessment Framework



Additional areas explored

- Diversity and inclusion
- Speaking up and listening
- Data use
- Future of the workplace
- Recognition and reward
- Wellbeing
- Decision making
- Perceptions of gender equality

FSCB Insights

- Qualitative research
- Behavioural trials
- Advanced data analytics
- Change Ambassadors programme
- Academic and corporate research partnerships

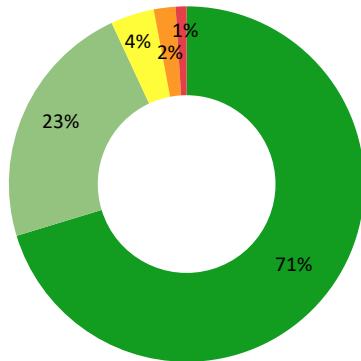
More than 73,000 banking sector employees across the UK responded to the BSB Survey in 2020.

Why is diversity and inclusion important?

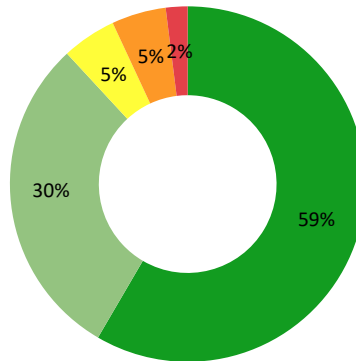
Why D&I is important – FSCB data - 2020

Individual inclusion:

To what extent do you agree or disagree with the statement:
'I feel accepted by my colleagues at work'?

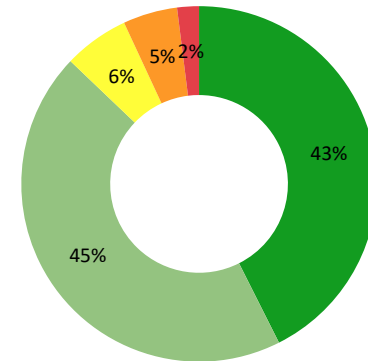


To what extent do you agree or disagree with the statement:
'I feel that I can be myself at work'?

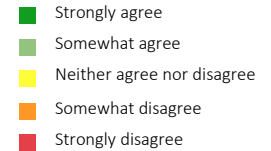


Organisational inclusion:

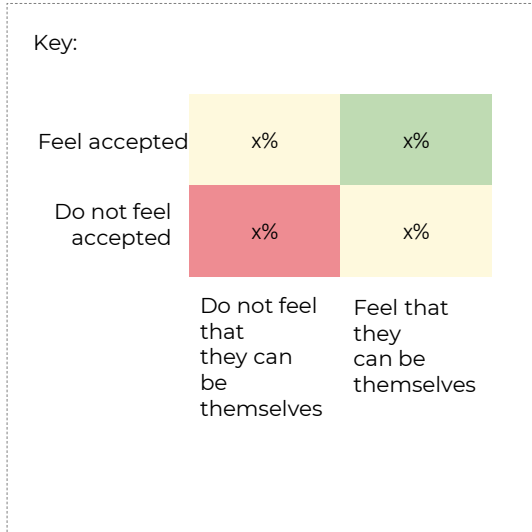
To what extent do you agree or disagree with the statement:
'In my organisation, people are able to use their initiative and
judgement in carrying out their work'?



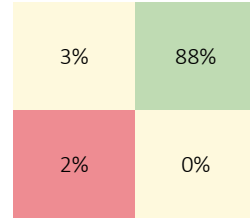
n=73,212



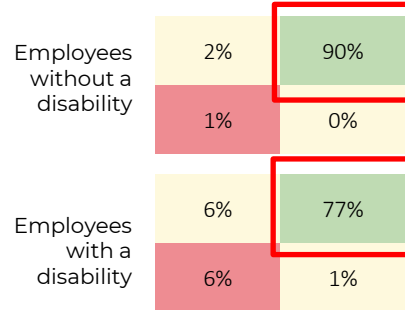
Why D&I is important – FSCB data - 2020



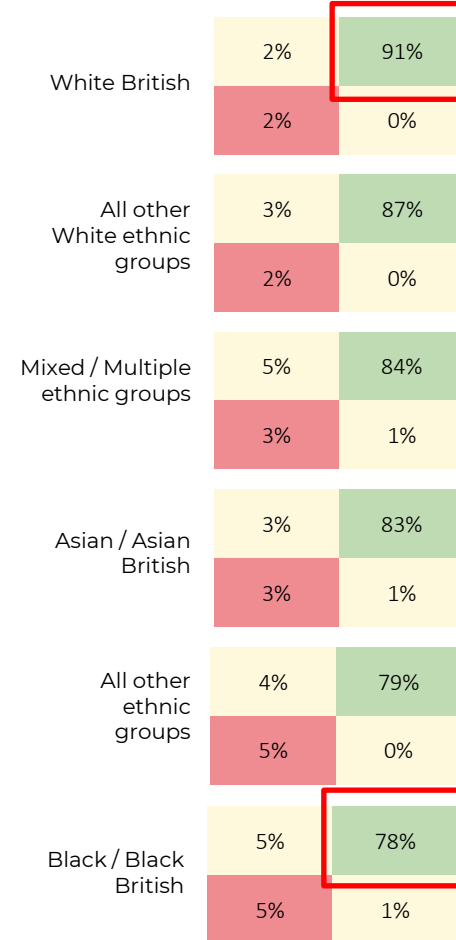
All respondents



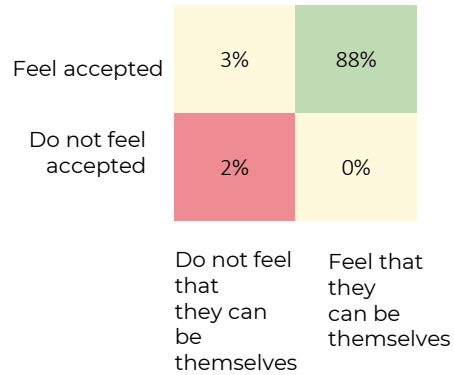
Disability



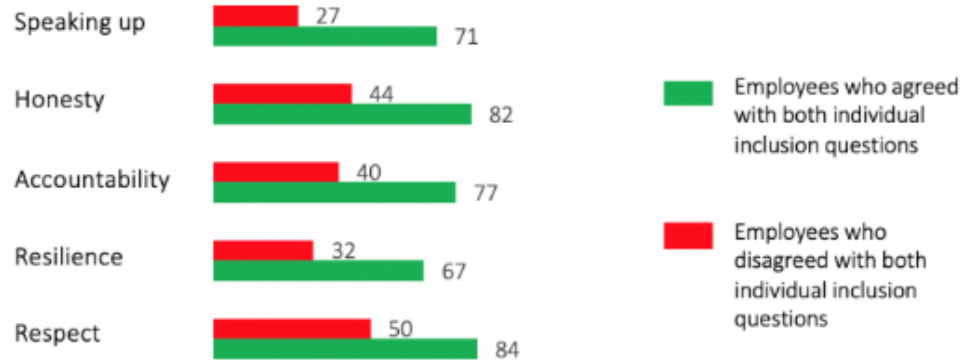
Ethnicity



Why D&I is important – FSCB data - 2020



FSCB Score, by selected characteristics and clusters



Where do we go from here?

Further thematic analysis - 2021:

'I worry that the people I interact with at work may draw conclusions about my ability based on stereotypes about my identity or background'

'I feel included in the informal networks that matter for my career'

'I feel accepted by my colleagues at work'

'I feel excluded by my colleagues at work'

Free text:

'In the previous question you said that you feel excluded by your colleagues at work. What contributes to these feelings of exclusion? If helpful, you can share an example from your work life (without identifying any specific individuals) that illustrates why you feel this way.'

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FSCB.

Get in touch

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