

Speaker 1:

As part of our 2020 diversity and inclusion strategy, we asked our colleagues across all departments at HCC to join the conversation and let us know how they feel about diversity and inclusion in their workplace. Here's how that conversation went.

Speaker 1:

What is diversity and inclusion?

Speaker 2:

It's being understanding of difference and creating a safe space, where everyone is given a voice, and everyone's differences and experiences are respected and embraced. It's individualism, and taking time to understand that you need many different flowers to make a bouquet.

Speaker 1:

Why is diversity and inclusion important?

Speaker 2:

Because there is unity in diversity, and when you see people's strengths and not the labels they may have been given you open a path of innovation by bringing together different perspectives and solutions, because everyone deserves courtesy and respect.

Speaker 1:

How do we create a diverse and inclusive environment?

Speaker 2:

By recognizing that we are all part of one family and that the same light shines within us all. By judging each other on our abilities, not our differences, and acknowledging one another's skills, values, and integrity. By embracing one another's uniqueness and recognizing that we are all able to contribute, regardless of any disability. By letting everyone know they are welcomed, and by celebrating difference.

Speaker 1:

What happens when we work in a diverse and inclusive environment?

Speaker 2:

I can be myself and be proud of who I am. We feel safe to have uncomfortable conversations and hear each other with love and respect. Everyone has access to the same opportunities, no matter who we are, and we value diversity and inclusion above uniformity and exclusion.

Speaker 2:

So, let's do it.

Speaker 1:

Let's each be the change we wish to see in the world, and together, let's do more to reflect diversity and inclusion. Let's listen and celebrate what is both common and different, to become a wiser and more inclusive organisation. Let's remember that ...

Speaker 2:

Fire does not discriminate and neither do we. We are all the same and, yet, so beautifully different. We should embrace those differences, my heritage and name are important to me. I'm more than a BAME categorisation. I'm Black, British, and I have a voice. Disability is not a barrier in life. It is mind over matter, and if I don't mind, then it doesn't matter. I am unique, I am magic. I own it, I walk it, I know it. The light of unity is so powerful that it can illuminate the whole earth.

Speaker 1:

Thank you to everyone who participated in the creation of this video. Our featured stars include members of: Adults Care Services, Community Protection, Children's Services, Environment and Infrastructure, Public Health, and Resources.

Speaker 2:

Hertfordshire County Council, making inclusion part of our DNA.