

Why do diversity outcomes vary in similar organisations?

Previous Bridge Group research has shown that the diversity outcomes of organisations can vary widely, even when they seem otherwise similar. This research asks why and seeks to identify effective employer practices in social inclusion and equality.

This proposed research seeks to identify effective employer practices associated with positive performance in relation to social inclusion and equality. We will compare two pairs of firms in law and accountancy that are similar in size, reach and focus, but which perform differently on social inclusion and equality metrics.

To set the context, we will collate key data on, for example, the recruitment and retention and/or progression of people from lower socio-economic backgrounds (SEBs). We will then undertake up to 35 interviews (across four firms) to explore the lived experience of people from such backgrounds, alongside management-level perspectives on what is influencing performance in social inclusion and equality.

We anticipate being able to make recommendations for employers on what works in relation to:

- > Policies and processes
- > Organisational culture
- > Initiatives to support individuals.

The Bridge Group has a track record of significant work on social equality and inclusion commissioned by a range of employers, including leading law firms and accountancy/professional services firms; and recently Progress Together (see www.thebridgegroup.org.uk/research and www.progresstogether.co.uk). This means that we bring to the research deep background knowledge and understanding. In addition, we hold extensive data and anticipate being granted permission to use it for this research.

Contact penelope.griffin@the-bridgegroup.co.uk for more information.