

Webinar

Insights to Inclusion: Using TIDE to Enhance DEI Performance

18 September 2024

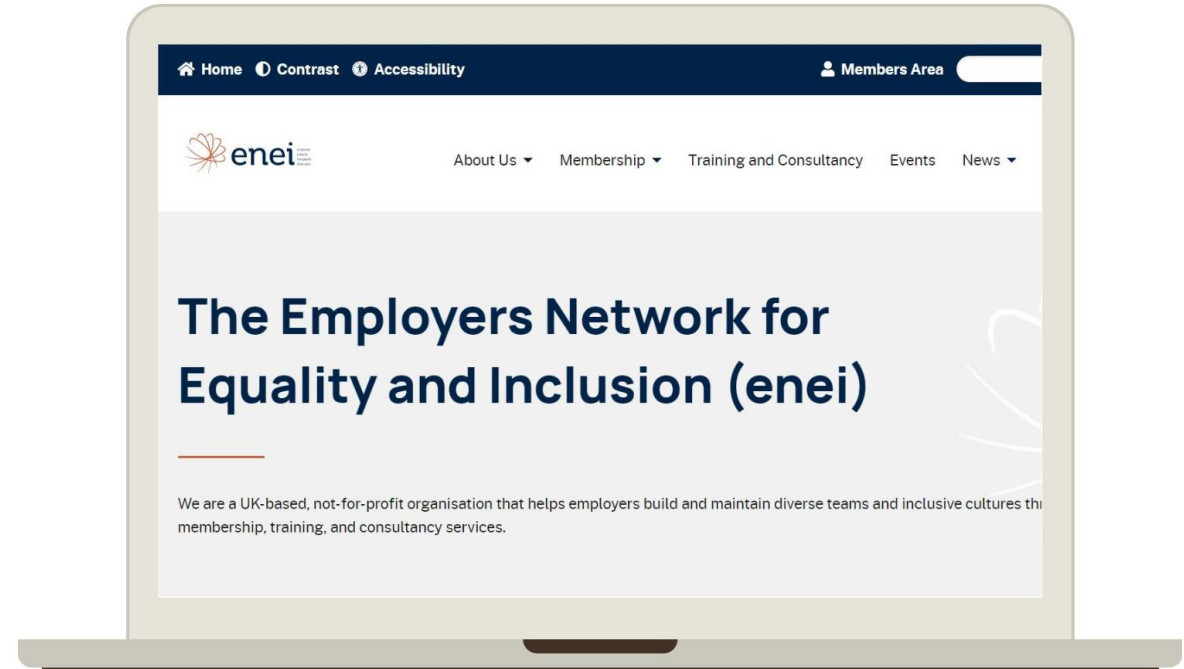
11.00am - 12.00pm

Hosted by Kerry Kirk (she/her)



Who we are

- We are a UK-based, not-for-profit organisation supporting employers to build and maintain diverse teams and inclusive cultures.
- Offering advice, consultancy, training, networking, best practice, benchmarking, and thought leadership.
- Supporting 400+ Members across the UK with their equality, diversity and inclusion journey.
- enei.org.uk



Webinar Housekeeping

- You have entered the session on mute and off video
- Please use the Q&A function throughout the event
- This session is being recorded and will be available in the Members Area
 - No other recordings are permitted. This includes the use of AI transcription and recording tools (e.g. Copilot, Otter, tl;dv)
- Let us know about your event experience with our brief poll before we close today's event
- The event will close by 12:00
- As always, please be respectful of others

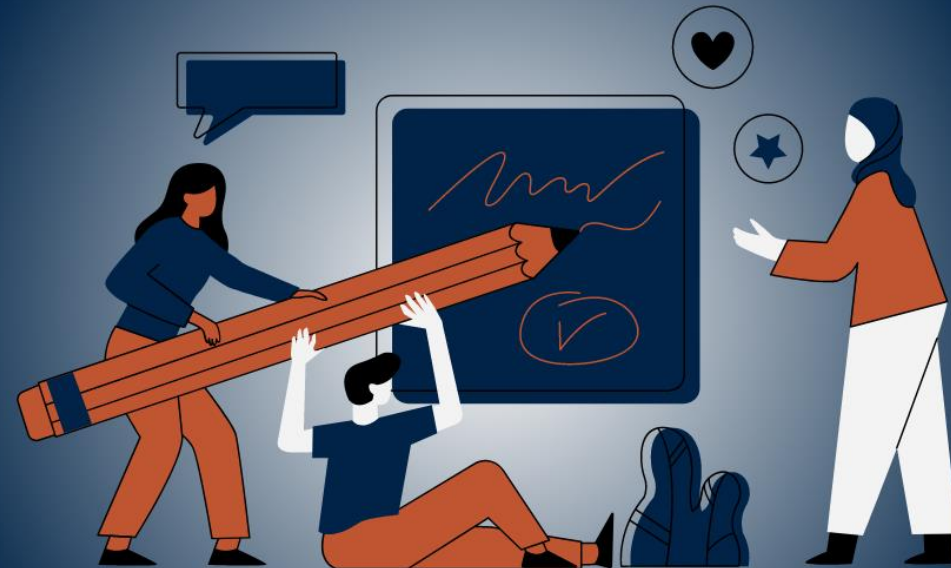
enei provides an inclusive event experience for everyone and aims to create an open and respectful space for dialogue. We do not tolerate harassment of event participants in any form and will respond appropriately.



Agenda

- **TIDE, it's history and how it has evolved to support changing working practices and inclusive cultures where everyone feels valued and has a sense of belonging**
- **TIDE assessment areas, including Diversity Data Monitoring, Strategy and Planning, and Inclusive Leadership**
- **TIDE Benefits**
 - **enei's TIDE Inclusion Roadmap and how TIDE can support the development of inclusive workplace cultures**
 - **The TIDE annual benchmark**
- **TIDE online self-assessment process and how to use it effectively**
- **Questions**

TIDE, it's history and how it has evolved to support changing working practices



What is TIDE and how has it evolved?



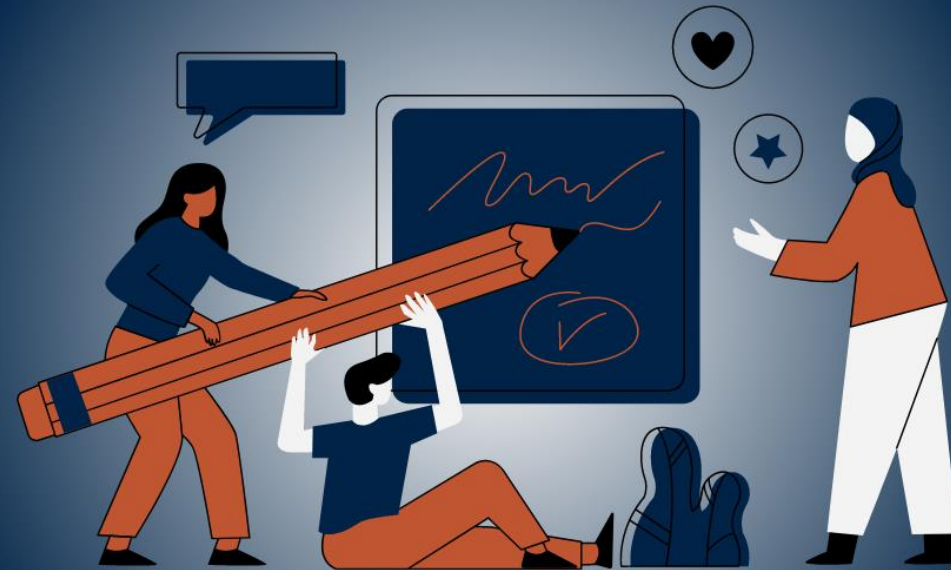
- Talent Inclusion and Diversity Evaluation (TIDE)
- enei's DEI self assessment and benchmarking tool
- The latest version of TIDE considers the current and future state of DEI, looking beyond the Equality Act 2010

What is TIDE and how has it evolved?

- An accessible online tool which can be completed at any point during the annual TIDE cycle
- Improved guidance to support your completion



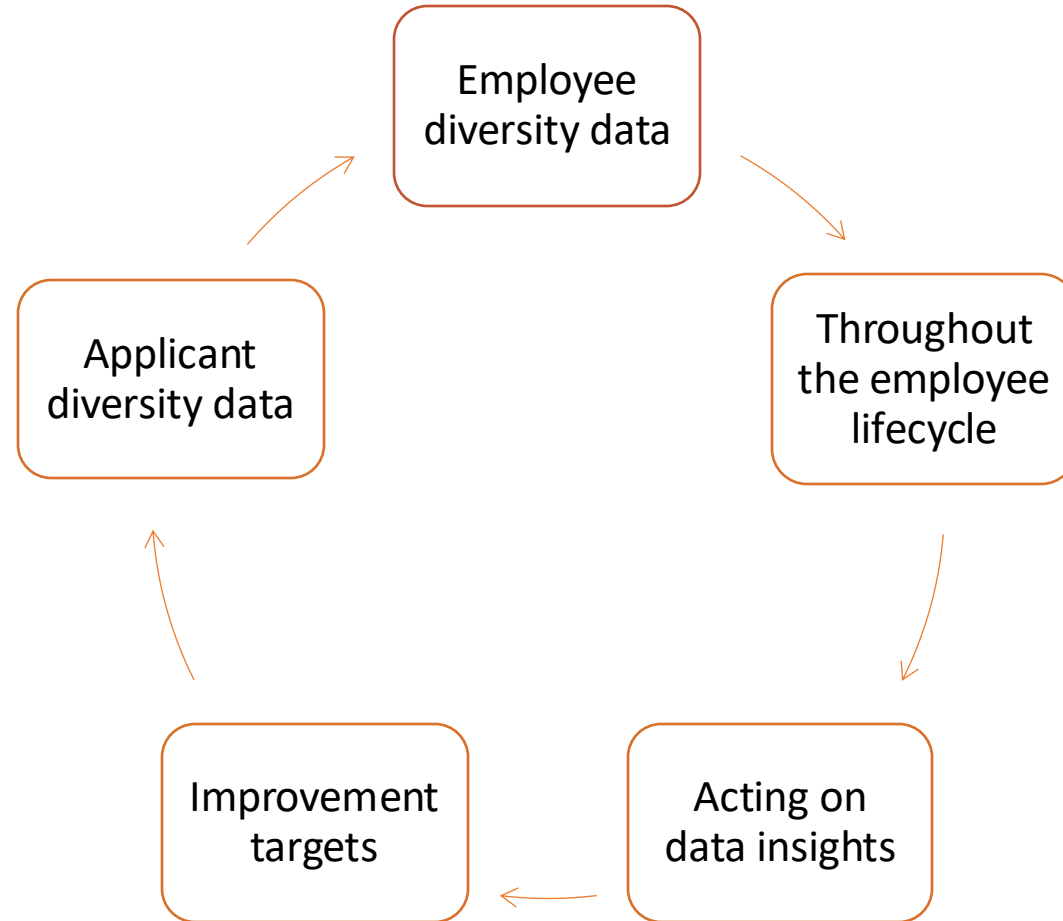
TIDE assessment areas



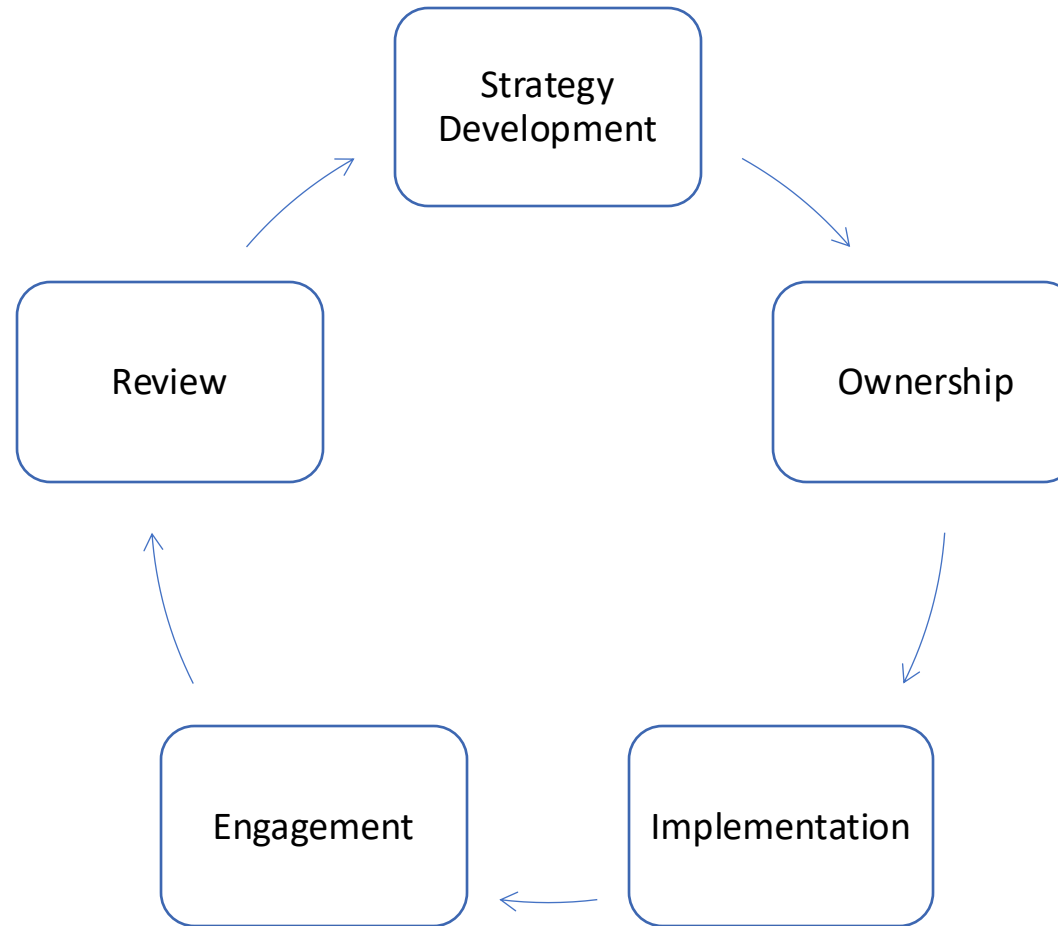
TIDE assessment areas

1. Diversity Data Monitoring
2. Strategy and Planning
3. DEI Training
4. Inclusive Leadership
5. Inclusive Recruitment
6. Talent Management and Development
7. Working Practices
8. Employee Voice and Engagement
9. Values and Behaviours
10. Wellbeing and Belonging

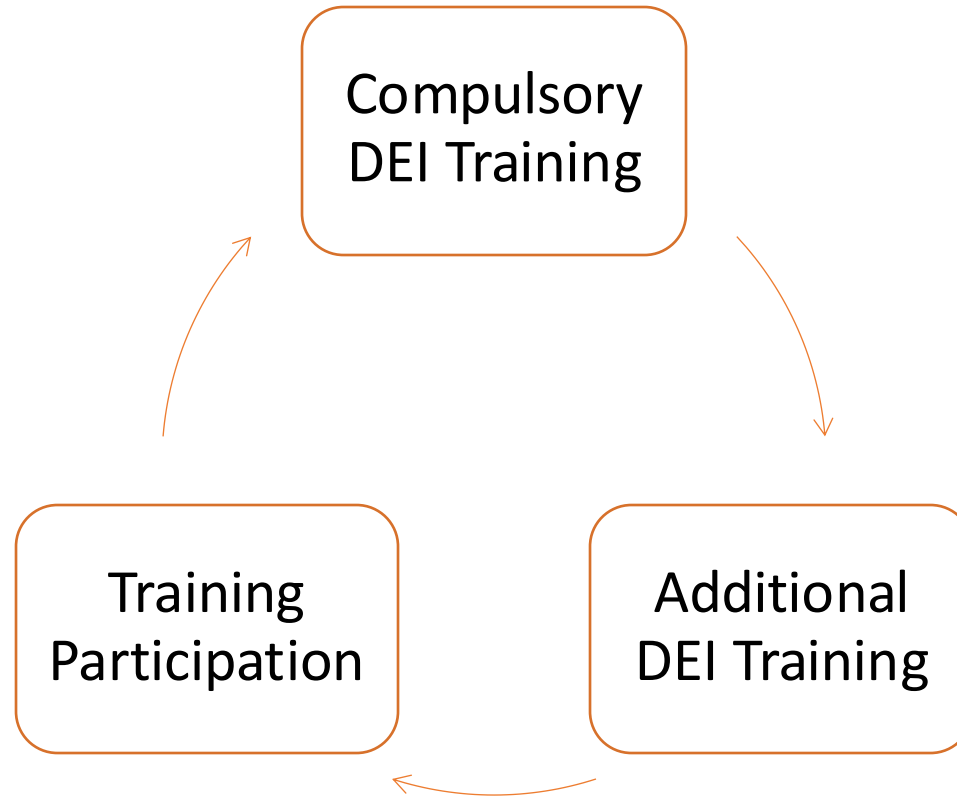
1. Diversity Data Monitoring



2. Strategy and Planning



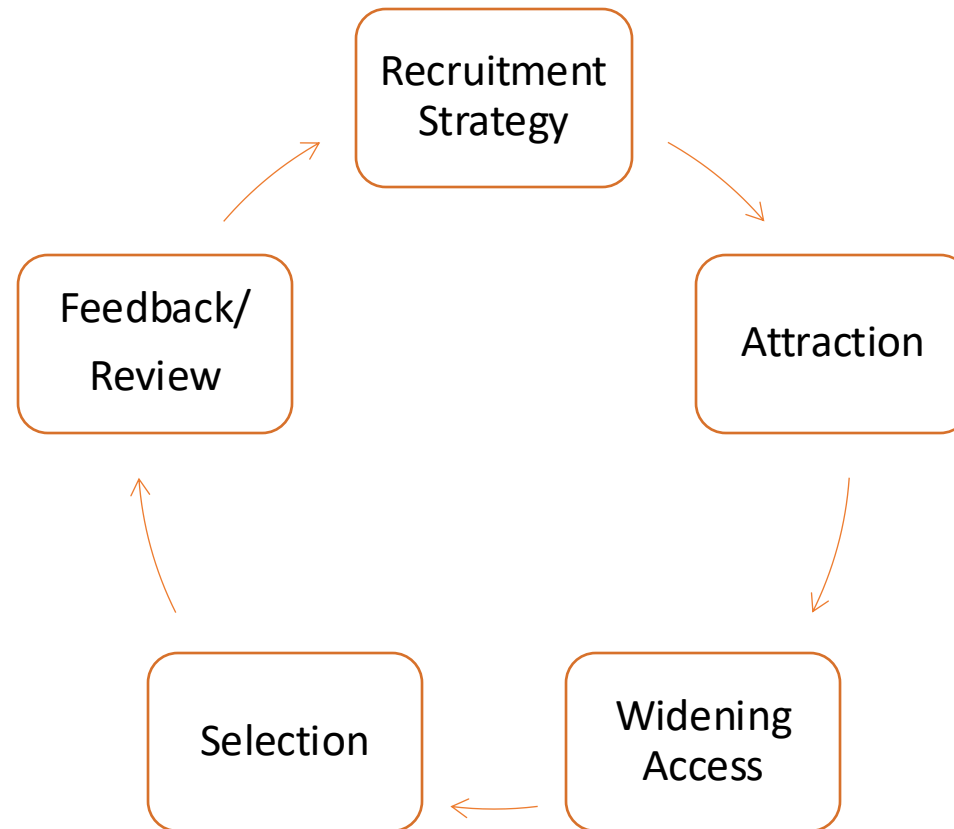
3. DEI Training



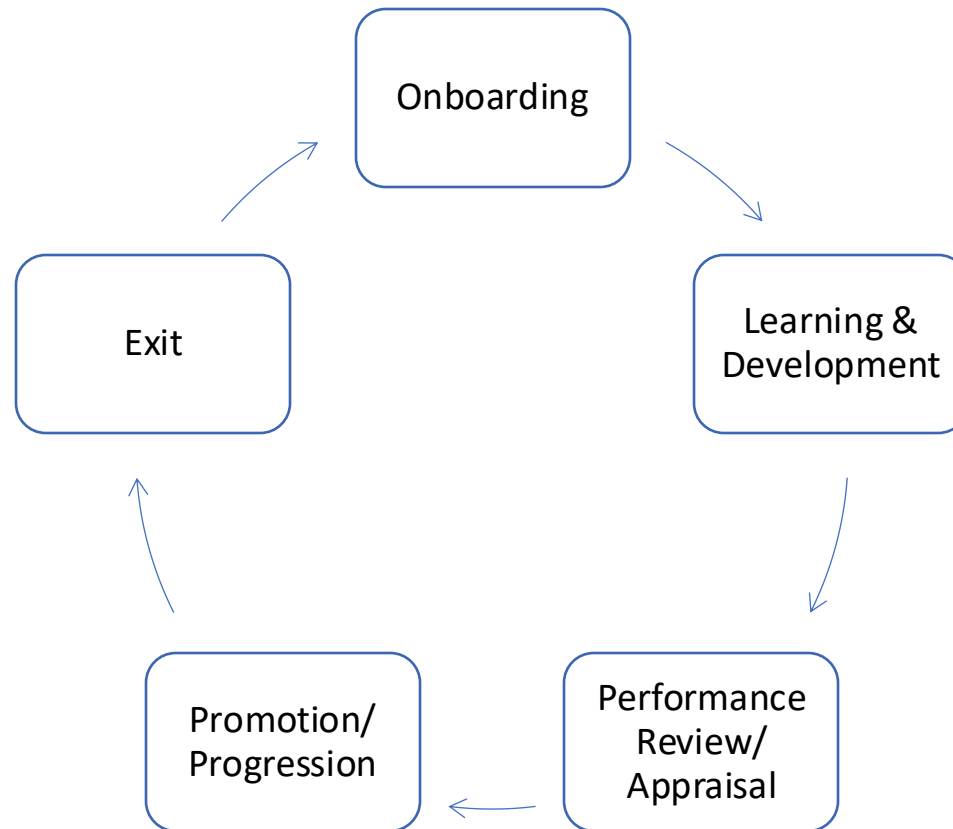
4. Inclusive Leadership



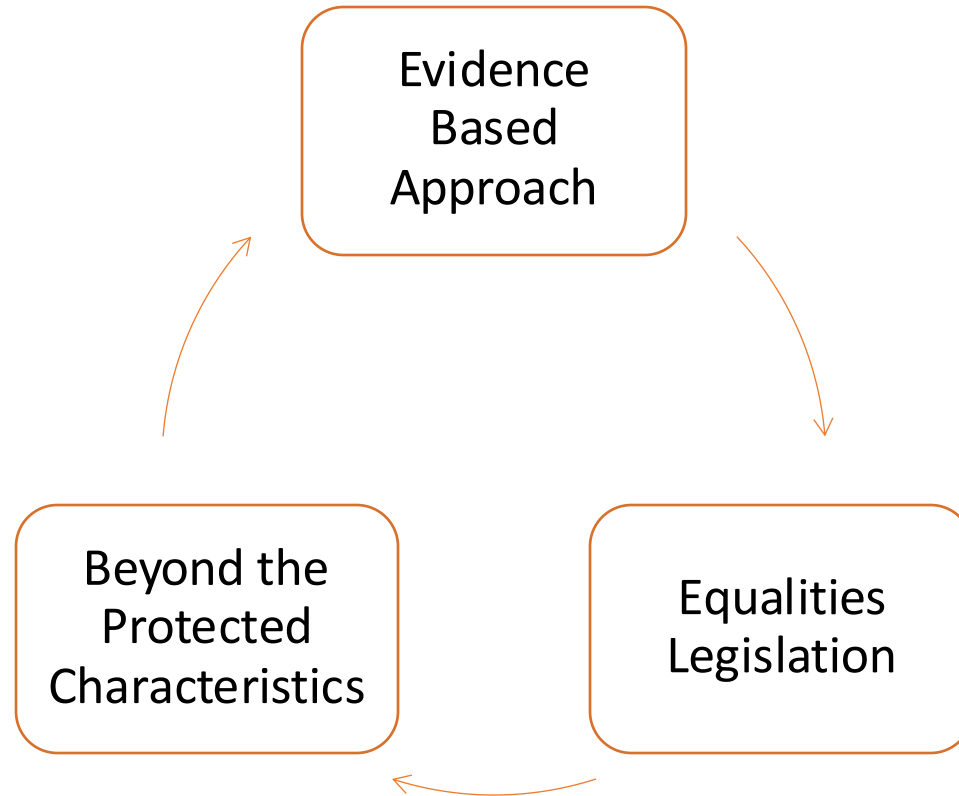
5. Inclusive Recruitment



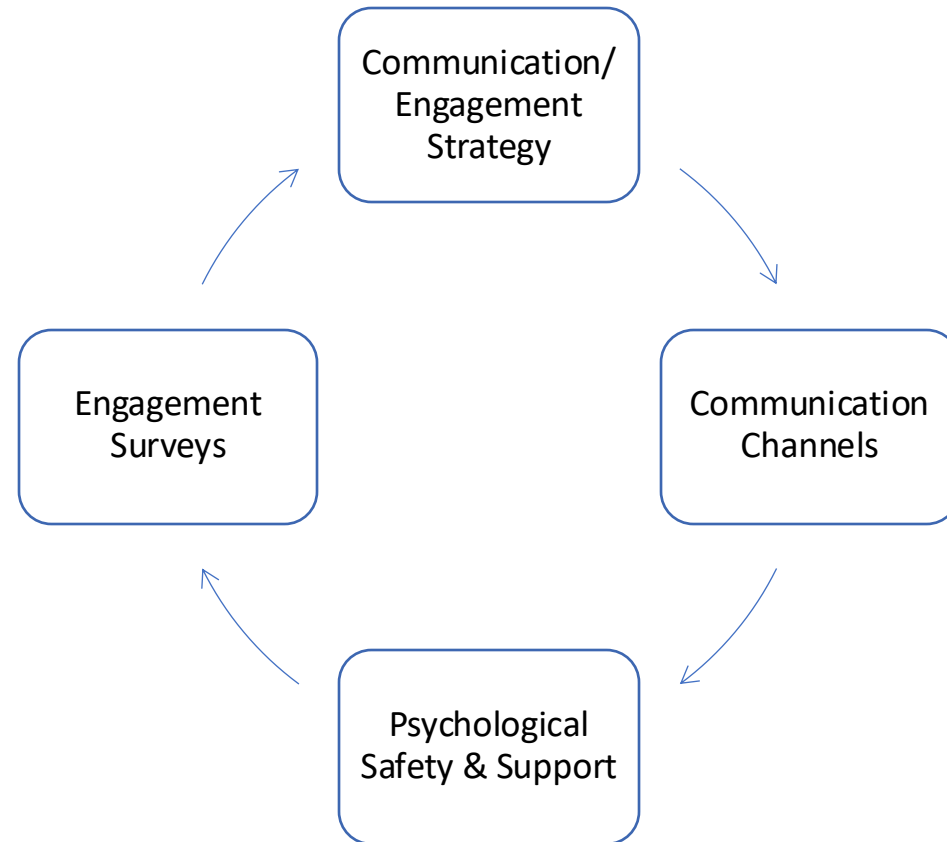
6. Talent Management and Development



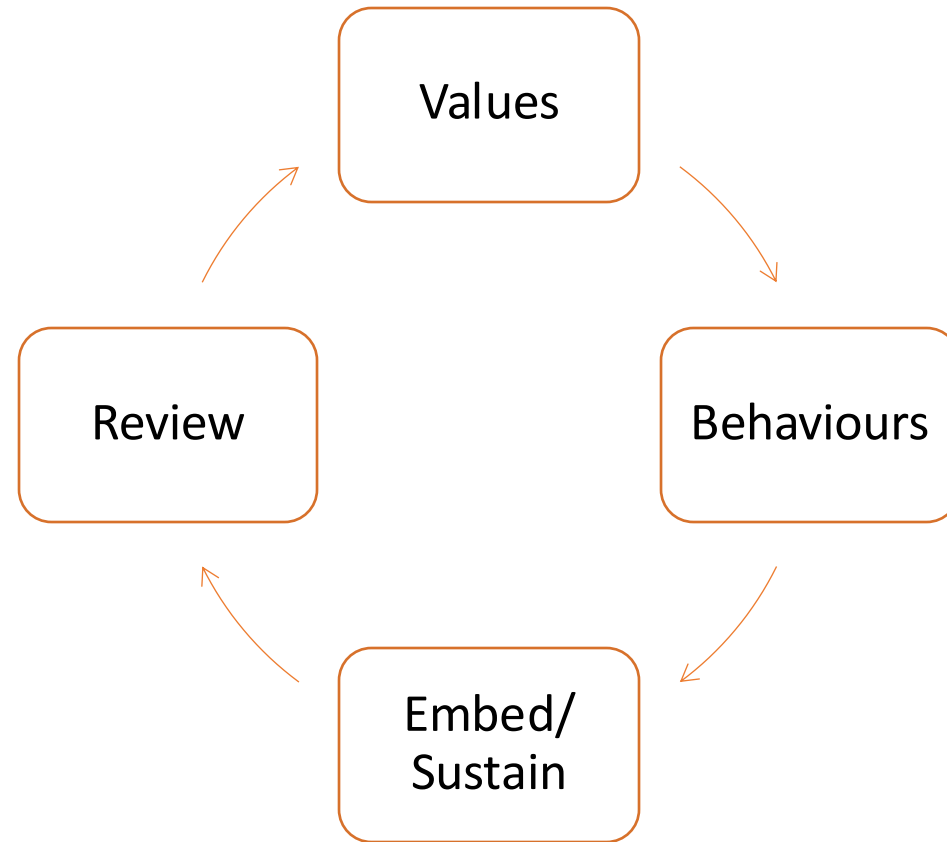
7. Working Practices



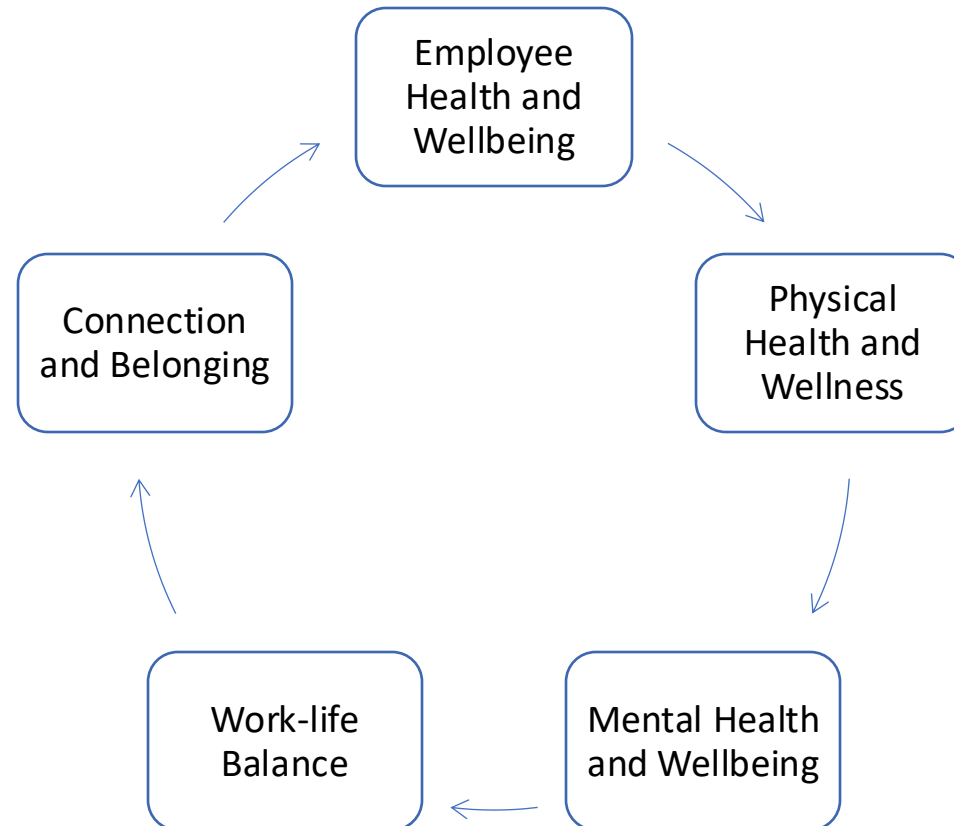
8. Employee Voice and Engagement



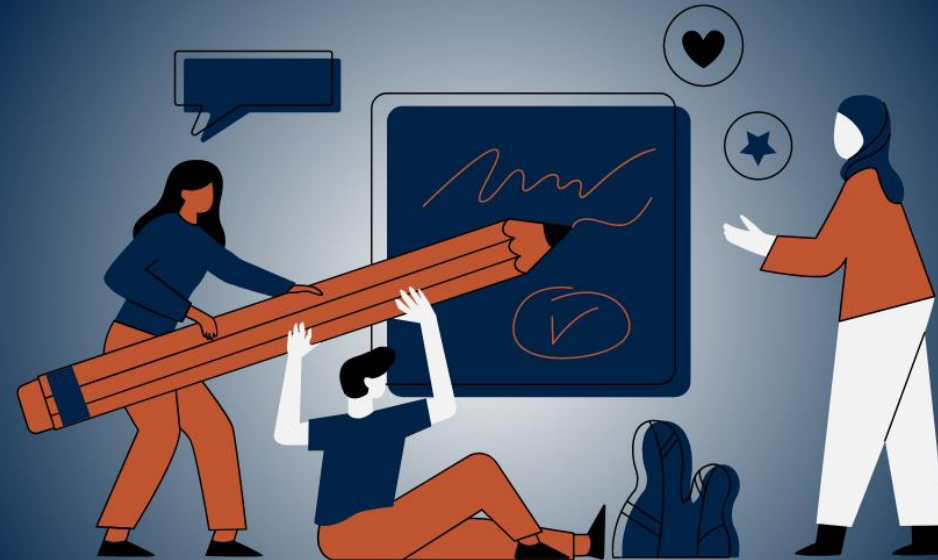
9. Values and Behaviours



10. Wellbeing and Belonging



TIDE Benefits



TIDE Benefits



- FREE for enei Members
- Accessible and easy to complete online
- Inclusive language and flexible framework - relevant across various industries, sectors and sizes of organisation

TIDE Benefits

- Means to baseline and track DEI progress against the TIDE Inclusion Roadmap
- Immediate results
- Option to edit throughout the TIDE cycle and receive an updated report
- Access to annual TIDEMark
- Opportunity to achieve a TIDE award



TIDE Report - Extract 1



Your Overall Score

Your overall score is 49%

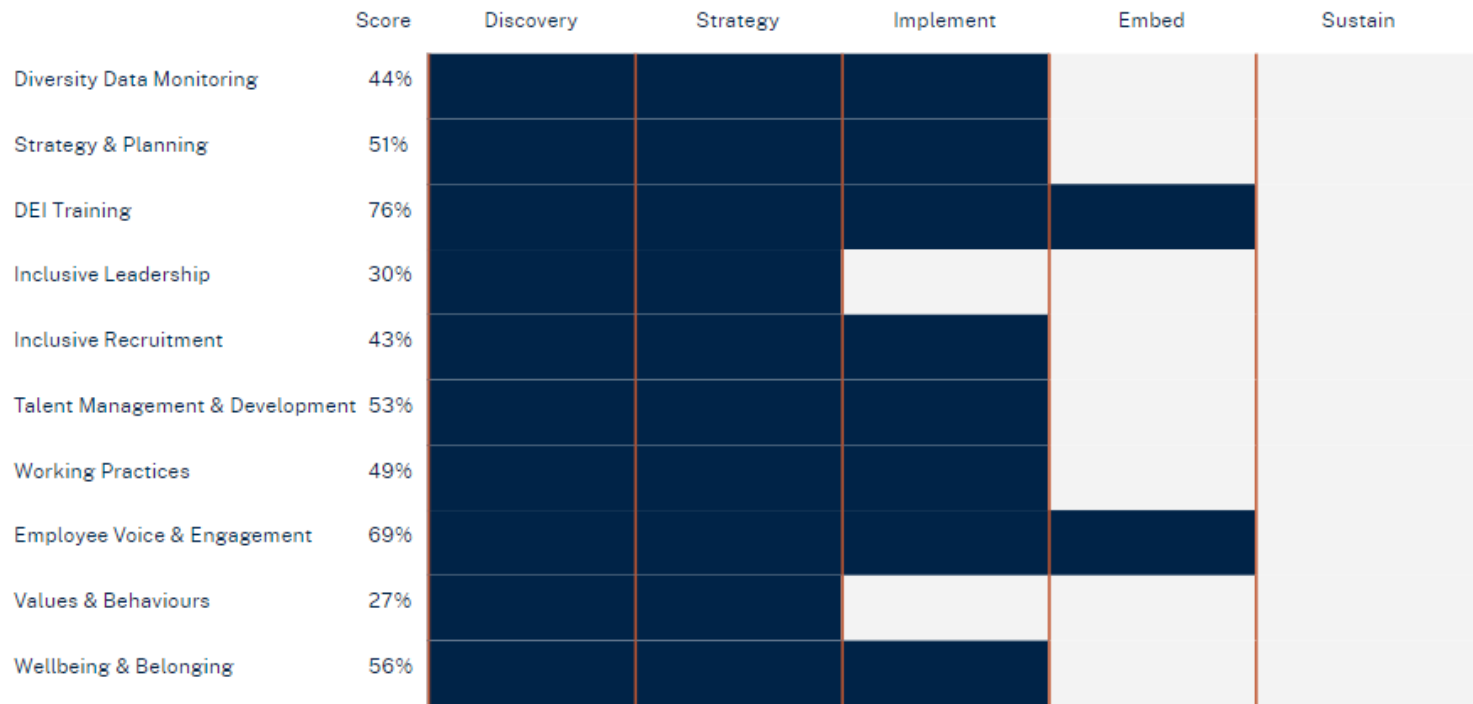
This means your organisation is currently working at **Implement** level.

Although this is the overall level for your organisation, there may be some specific areas of activity where you are working at a higher or lower stage on the roadmap. The remainder of this report will enable you to explore your results for each section in more detail and celebrate your successes, but also to know where to concentrate your efforts in the future.

TIDE Report - Extract 2

Results by Section

The chart below shows your results for each of the 10 sections measured in TIDE.



TIDE Report - Extract 3

Your Top Scoring Sections

Your organisation achieved its highest scores in the following three sections:

1. DEI Training - 76%
2. Employee Voice & Engagement - 69%
3. Wellbeing & Belonging - 56%

TIDE Report - Extract 4









Your Lowest Scoring Sections

Your organisation scored lowest in the following three sections, listed here with useful links to relevant enei resources to support the areas covered in these sections:

1. Values & Behaviours - 27%

- [Event Recording: Workplace Wellbeing: Addressing Toxic Behaviours](#) 

2. Inclusive Leadership - 30%

- [Quick Guide: Inclusive Leadership](#) 
- [Research and Reports: Inclusive Leadership](#) 
- [Event Recording: Panel Event - Inclusive Leadership](#) 
- [Event Recording: British Beer and Pub Association - Creating a Culture of Inclusive Leadership](#) 
- [Resource Hub: Allyship](#) 
- [Employer Guide: Employee Resource Groups](#) 
- [Employer Guide: Mentoring Programmes](#) 
- [Quick Guide: Using Notable Dates to Promote Diversity and Inclusion](#) 

TIDE Report - Extract 5

3. Inclusive Recruitment - 43%

- [Employer Guide: Inclusive Recruitment](#) 
- [Quick Guide: Inclusive Recruitment](#) 
- [Infographic: Inclusive Recruitment](#) 
- [Case Study: The Mitie Foundation – Spotlight on Inclusive Recruitment](#) 
- [Event Recording: Inclusive Recruitment – The Candidate Experience](#) 
- [Employer Guide: Positive Action in Recruitment](#) 
- [Employer Guide: Reasonable Adjustments in the Workplace](#) 
- [Quick Guide: Reasonable Adjustments – Guidance for Managers](#) 

Areas for Improvement

The following pages list the questions for each section of TIDE where you did not achieve the maximum score available. The sections are presented in order of the lowest to the highest scoring sections. We recommend you explore and focus on the lowest scoring sections to inform your future DEI action planning. The score for each question is expressed as a percentage of the maximum score available.

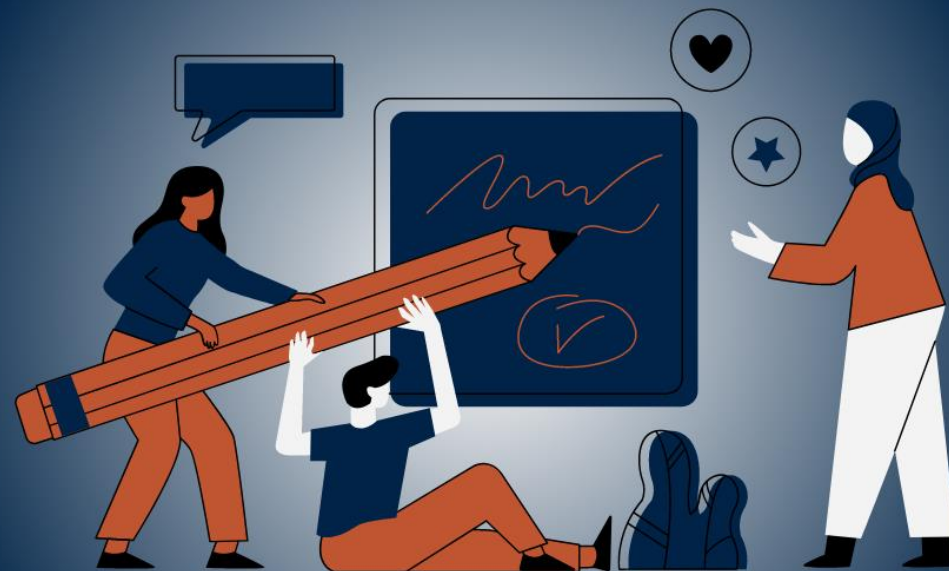
Values & Behaviours

- Q2. Who was consulted to inform the creation of the organisational values? - **20%**
- Q3. How are the organisational values communicated and promoted to all employees? - **7%**
- Q4. Has the organisation determined and communicated the behaviours that uphold their organisational values? - **0%**
- Q5. How does the organisation support and encourage employees to uphold the organisational values (that support an inclusive and equitable workplace culture) and embed them into their daily work? - **18%**
- Q6. How does the organisation assess if the values are contributing positively to the organisational culture? - **22%**
- Q7. What measures are in place to address instances where individuals are not living the organisation's values? - **18%**

Inclusive Leadership

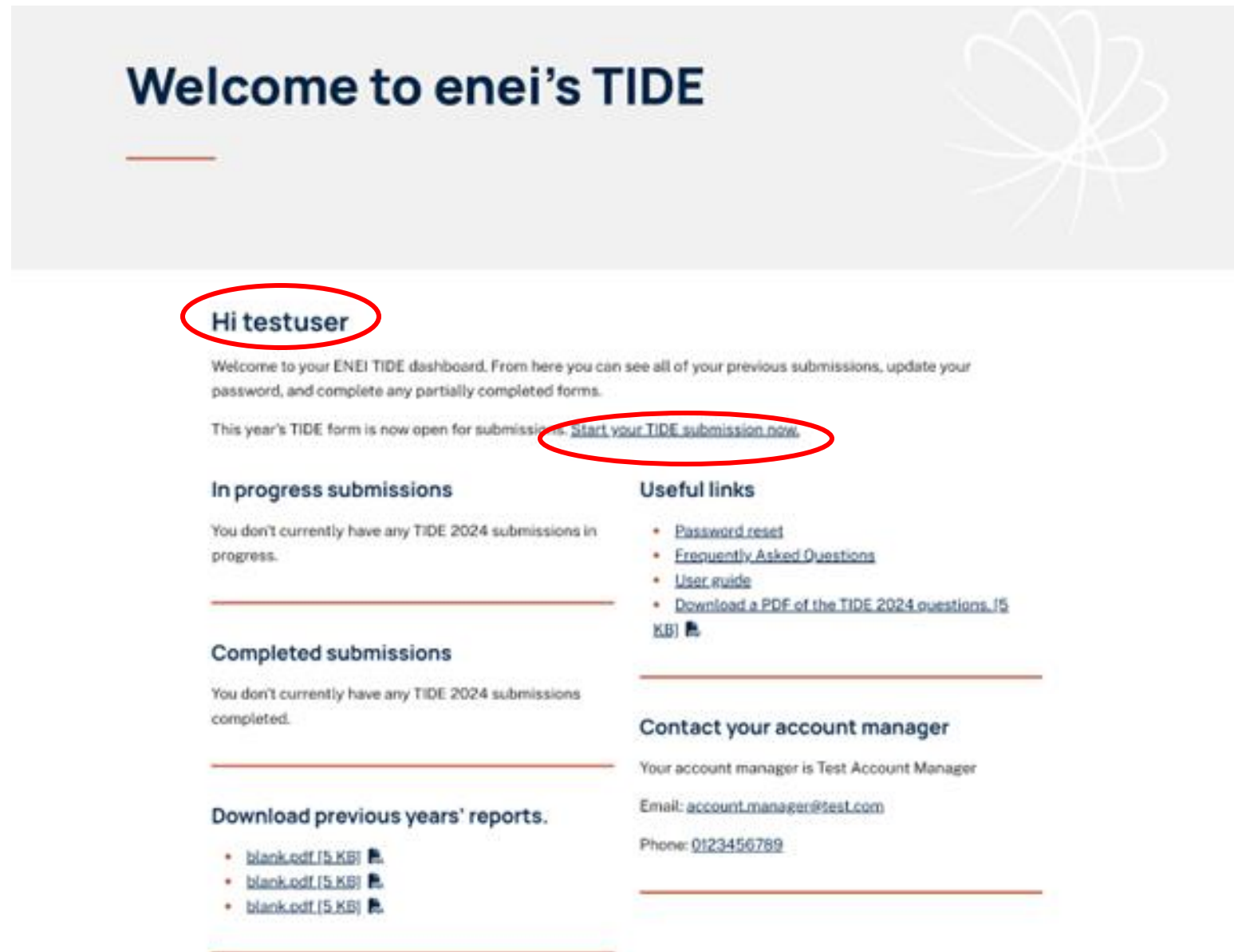
- Q1. Has the organisation defined (in writing) its expectations of how leaders demonstrate inclusive leadership? - **0%**
- Q2. Which behaviours and qualities are leaders required to commit to and demonstrate? - **57%**
- Q3. How are the responsibilities and requirements of leaders communicated and promoted across the organisation? - **42%**
- Q4. Which of the following activities have leaders actively participated in over the last 12 months? - **14%**
- Q5. In the last 12 months, which of the following activities have leaders led on? - **16%**
- Q6. Based on the organisation's requirements of leaders, what information is considered when reviewing their performance (as least annually)? - **60%**

TIDE online self-assessment process and how to use it effectively



TIDE online self-assessment process

- Logging in
- Your dashboard
- Start your TIDE submission



The screenshot shows the ENEI TIDE dashboard for a test user. At the top, it says "Welcome to enei's TIDE" with a decorative graphic on the right. Below this, the user is greeted with "Hi testuser". A message states: "Welcome to your ENEI TIDE dashboard. From here you can see all of your previous submissions, update your password, and complete any partially completed forms." A notification says "This year's TIDE form is now open for submission" with a red circle around the link "Start your TIDE submission now". The dashboard is divided into sections: "In progress submissions" (no submissions), "Completed submissions" (no submissions), and "Download previous years' reports" (three blank PDF files). On the right, "Useful links" include "Password reset", "Frequently Asked Questions", "User guide", and "Download a PDF of the TIDE 2024 questions". At the bottom right, "Contact your account manager" information is provided: "Your account manager is Test Account Manager", "Email: account.manager@test.com", and "Phone: 0123456789".

Welcome to enei's TIDE

Hi testuser

Welcome to your ENEI TIDE dashboard. From here you can see all of your previous submissions, update your password, and complete any partially completed forms.

This year's TIDE form is now open for submission. [Start your TIDE submission now.](#)

In progress submissions

You don't currently have any TIDE 2024 submissions in progress.

Completed submissions

You don't currently have any TIDE 2024 submissions completed.

Download previous years' reports.

- [blank.pdf \(5 KB\)](#)
- [blank.pdf \(5 KB\)](#)
- [blank.pdf \(5 KB\)](#)

Useful links

- [Password reset](#)
- [Frequently Asked Questions](#)
- [User guide](#)
- [Download a PDF of the TIDE 2024 questions \(5 KB\)](#)

Contact your account manager

Your account manager is Test Account Manager

Email: account.manager@test.com

Phone: [0123456789](tel:0123456789)

TIDE online self-assessment process

- Navigating the questionnaire



TIDE online self-assessment process

- Preparation
 - Questions
 - Explanatory notes
- Working through the sections
 - Each section is compulsory but can be completed in any order
- Saving and returning
- In progress submissions

In progress submissions

- [TIDE 24 July 2024](#)
- [View your progress](#)

TIDE online self-assessment process

- Submitting your TIDE questionnaire
- Accessing your report
- Editing/resubmitting

Completed submissions

- TIDE Report - 04th September 2024
- View your answers - Edit

Reminder

How do I download my existing TIDE and Benchmark reports?

When you log into the TIDE system you will be able to view your organisation's reports towards the bottom of your home page under "Surveys & Reports". After opening you will be able to save any of these reports to your system as PDFs.

If you are new to TIDE and have not previously accessed the system, your account manager can provide login details. This will allow you to check if your employer has previously participated in TIDE and to download and save any reports.

How long do I have to download my old TIDE reports and Benchmarks?

You will have access to the current platform until Friday, 20 September 2024. We will be sharing reminders in the lead-up to this date to encourage you to log in and download your reports.

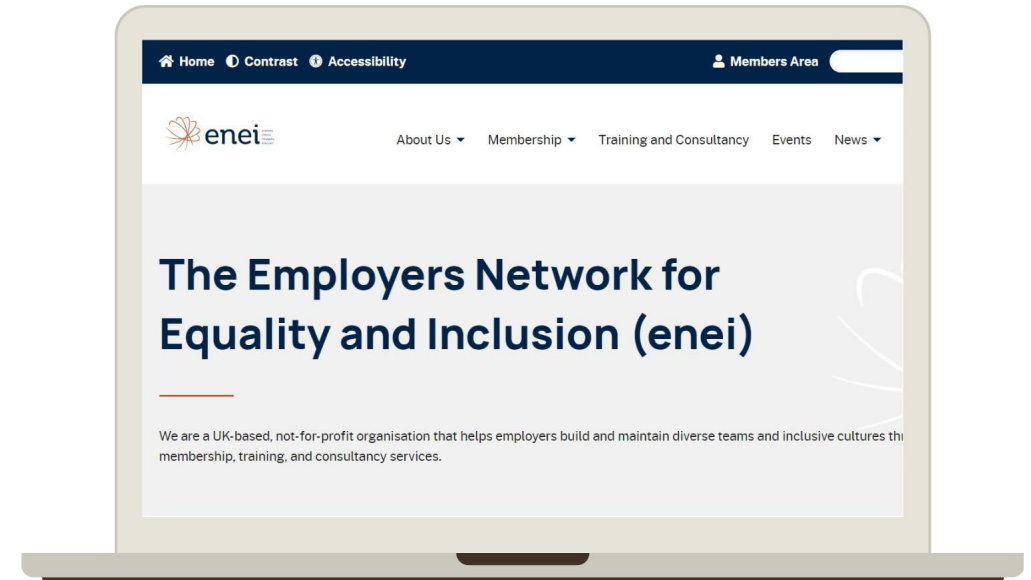
[FAQs: Navigating the next generation of TIDE](#)



Resources

COMING SOON

New TIDE resources and events



Upcoming Events

Closing the Gap: Addressing Pay Disparities in the Workplace

26 September, 11.00 -12.00

Financial Sector Roundtable & Networking Event

1 October, 13.00 - 16.00

Celebrating National Work Life Week

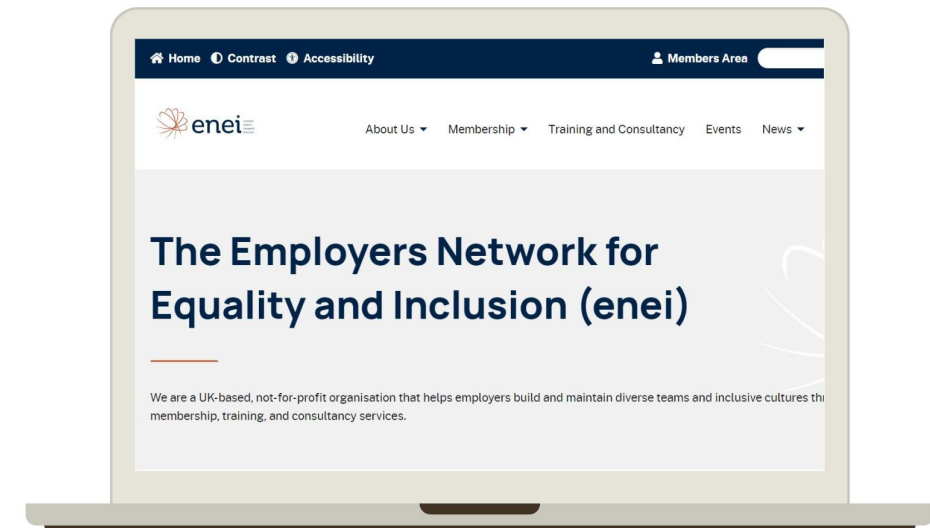
9 October - 11.00 -12.00

Reclaiming Narratives: Empowering Black Voices Through ERGs

17 October – 12.00 - 13.00

Breaking Barriers: A Deafblind Perspective on Workplace Inclusion

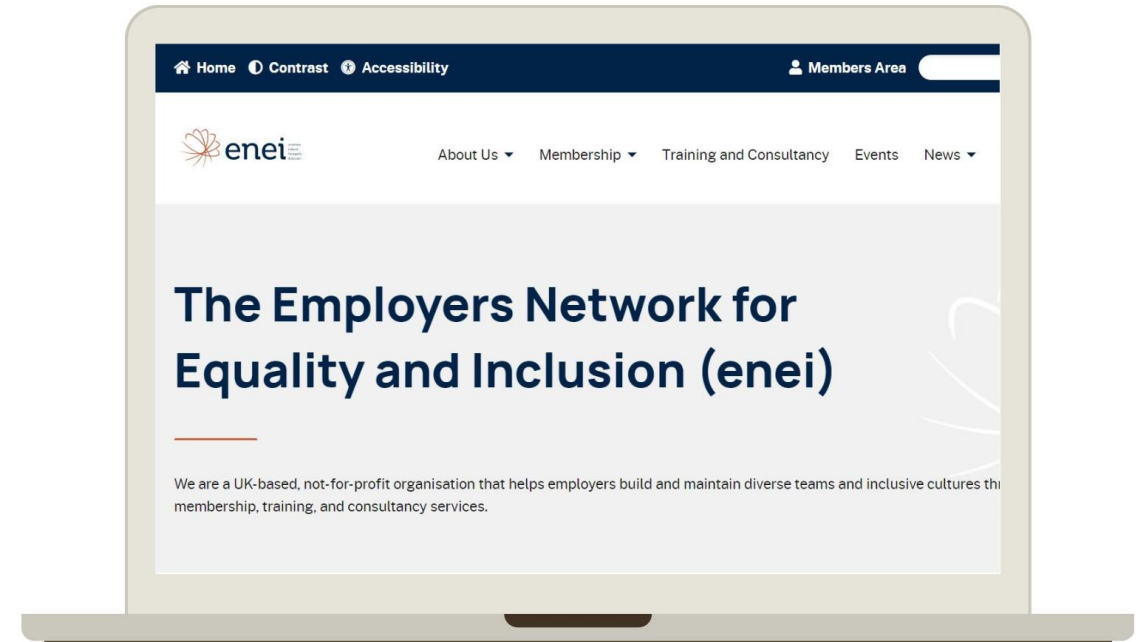
23 October – 11.00 - 12.00



<https://www.eneи.org.uk/events/>

Can we support further?

- If you would like to explore any of the topics discussed further, your account manager can assist in making full use of your membership.
- enei can provide support in several areas, including:
 - Reviewing a policy or procedure;
 - Designing and delivering training;
 - Diving deeper into a topic or query; or
 - Identifying additional resource guides.



Contact Us

The enei Team

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enei.org.uk

linkedin.com/company/employers-network-for-equality-&-inclusion/

twitter.com/en4ei

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