MotoNovo FINANCE

GROW NETWORK

Creating a D&I Network

Tips from our GROW Network

Creating a D&I Network

We often hear from our dealer and broker partners that they want to set up their own diversity and inclusion network but, they don't know where to start or that it seems like a complicated process. That's where we come in!

Our experience of creating both the GROW network and our internal Women's Network, along with several other wider D&I initiatives, has taught us that there are several things to consider when setting up an internal network. To help you along your D&I journey, we've put together a whistle stop tour of how to get started.

One of the most important things to remember is that there is no 'right' way to promote diversity and inclusion in your business. The most important thing is that you have the passion, the desire to do so and are prepared to give it a go.

We're not experts, and we've made mistakes along the way, but anything you can contribute, no matter how small, can make a big impact. Don't let the idea of being 'perfect' get in your way, if we all work together, we can go a long way in driving positive change.

Creating a network in 5 easy steps

Knowing where to get started can be tricky, but here's what helped us:

1. **Vision**
2. **Objectives**
3. **People**
4. **Decision Making**
5. **Support**

1. Decide on a vision for your network

First things first, you need to decide what your vision is for the network. What do you want to achieve, who is it intended to support and how do you imagine it looking when it's successfully underway?

Here's a few examples to help:



> **GROW seeks to increase female representation in our industry, providing support for career development & engaging in meaningful discussion with our partners.**

> **To inspire and empower women enabling opportunity and success by creating a community to promote gender equality.**



2. Set ambitious yet realistic objectives

Once you have the vision for your network, set 3-4 objectives to help you achieve it. Objectives should be ambitious but realistic and have actions alongside them to show how they will be met in practice.

Need some inspiration? Your first year could look something like this:

Championing	Caring	Connecting
Our women to be the best they can be supporting and enabling them to feel empowered.	Allowing all to know that women's topics are at the forefront of the business's agenda, allowing the community to be a safe space where people care, acting as an extended peer group.	Developing a community through networking, workshops/ drop-in sessions, coffee mornings, events, sharing stories and journeys.

Helping you meet the 'Championing' objective could include actions such as offering interview skills sessions or creating a specific updated "return to work" policy for staff returning from maternity.

The important part is that your objectives have tangible actions to make sure they can be met.

3. Involve a variety of passionate people

When creating your network, involve people who are passionate about improving diversity and inclusion. After all, this is normally being done alongside a day-to-day job, so you need people with motivation.

Don't forget to have a variety of people with a mix of abilities who can bring their own set of skills to the table. For example, one person with strong communication skills, one who is comfortable running events and so on. Always remind yourself, 'What will help us meet our objectives?'





4. Create a clear decision-making process

Hopefully you've got lots of passionate people with a diversity of opinion in your network, which makes it a great place for ideas and discussion. But you'll also need to reach decisions, and it's important to set how that will be done from the beginning.

You might want to nominate a chairperson who has the final say after hearing from the various group members, or you could put things to a vote. However you do it, make sure it's clear and communicated to the network members ahead of time.

5. Provide executive support, but let it flourish



You may be reading this as the owner of your business, and if you're as passionate as we are about improving D&I in the motor industry, you probably want to get involved from the get-go. But it's just as important that the network is colleague led, and it doesn't become a top-down exercise.

As the network develops, look for an opportunity to step back and become an 'active network sponsor' instead of the key driver. You can still be a key asset by supporting the chairperson, removing blockers, and managing budget requests. You run a business, so you know how to delegate, and it's just as important to do it for this network as any other part of your company.

Hopefully you feel equipped enough to get started but remember there's no right or wrong way. What's important is your desire to make things better and the drive to give it a go. Start with a conversation with your staff, find people who want to be involved, and get going. We can't wait to see and hear what you'll do!

Don't forget, you can keep up to date with our GROW Network and get involved with our latest events here.

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