

power

of  
inclusion

## 2020 Events Programme: Social Mobility



London is one of the most diverse cities in the world, yet many people face significant barriers to getting a job or progressing their careers in the City, because of their background. In a bid to create a City that is inclusive and open to everyone, the Power of Inclusion 2020 series will be focusing on social mobility, exploring some of the structural barriers and internal beliefs that can stop people progressing.

Professional jobs such as those offered by the City are key to upwards social mobility; however, despite numerous initiatives, those from lower socio-economic backgrounds remain more likely to be unemployed, find it harder to get a 'good' job, and get paid less than their better-off peers.

We believe social mobility is more important than ever as we face together the social and economic impact of Covid-19. One of those hardest hit are those from socio-economic backgrounds. Therefore addressing the challenges and opportunities of social mobility needs to be a priority for businesses to support their current employees and create brighter futures for those adversely impacted. We are committed to working with businesses to push the agenda forward in a way that is relevant and meaningful.

Our popular Power of Inclusion events provide practical tips and tools, real life success stories, and an opportunity to collaborate on moving the dial forwards on diversity and inclusion. **Our aim this year is to demystify social mobility and inspire organisations across the City to act and make a commitment to addressing social mobility across their business.**

80%



Those from working class backgrounds are 80% less likely to make it into professional jobs

24%



People from working class backgrounds earn 24% less a year than those from professional ones

21%



21% of people with disabilities from working class backgrounds enter the highest occupations versus 43% of people with disabilities from professional backgrounds

11.5%



Five years after graduation, students who had been eligible for free school meals were paid on average 11.5% less than their peers

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We hope that you will join us this year, and help us create A Better City for All.



 **A Better  
City for All**

Due to social distancing measures we are taking our first events of 2020 online. As well as keeping our speakers and attendees safe, this offers the opportunity for those who may ordinarily be unable to attend for any reason a more flexible and inclusive way of taking part. We hope to extend our reach through online events and enable more people from your business and other regional areas to attend.



To become a member of the 2020 series, or for further information please contact us: 020 7332 3777 [inclusion@thelordmayorsappeal.org](mailto:inclusion@thelordmayorsappeal.org)

# Programme 2020

## 1 An introduction to social mobility:

What is it and why is it important?

**Thursday 4 June\***

The success of one's career should be determined by their talent and drive. What does social mobility really mean to us in the City? Why is it important – for businesses and people? What are the current challenges and opportunities to the social mobility agenda?

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Global Investors

**Recommended for** Senior decision makers

## 2 Recruitment:

Why your next hire may not have the best CV

**Tuesday 30 June\***

What does it look like to hire the best talent there is, irrespective of their background and route into the City? How do we ensure that we have fair and un-biased recruitment across the lifecycle of the business? What will be the potential impact of the current situation on our recruitment processes?

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**Recommended for** HR/recruitment professionals and hiring managers across the business

## 3 Culture and belonging:

Creating a space to be oneself

**Mid-July (TBC)\***

Workplace cultures are a key factor in ensuring staff retention. Can making workplace cultures more inclusive for those from socially mobile backgrounds increase staff retention? What can businesses do to change workplace practices to increase belonging?

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**Recommended for** HR department heads and managers

## 4 Diversity at the top:

Leading from above

**Friday 11 September**

Shocking statistics show a lack of representation from people of lower socio-economic backgrounds in senior roles. What can senior leaders do to ensure diversity at the top?

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**Recommended for** Directors and key decision makers

## 5 Networks and Sponsorship:

Building supportive communities

**Tuesday 13 October**

A key part of professional growth is mentorship, networking and sponsorship. How do we ensure that everyone has access to the same networks and sponsors? What can businesses do to improve networking opportunities to increase social mobility?

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**Recommended for** HR and D&I professionals, network executive sponsors

## 6 Measuring our efforts:

What gets measured gets done

**Tuesday 3 November**

Measurement matters, in order to ensure we are making progress. How are we ensuring that we are measuring the changes in social mobility within our businesses? This event will offer practical and tangible insights on measurable activities to increase social mobility.

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**Recommended for** HR and D&I professionals

\*These events will be hosted digitally and joining details will be sent to all Power of Inclusion members. To become a member of the 2020 series please contact 020 7332 3777 inclusion@thelordmayorsappeal.org