

Does Diversity And Inclusion Really Matter?

We are all unique in our own way and that is what makes Diversity part of all of us. The inclusion is what we all want.

If you are a sis female, non-binary, neuro diverse and everything in between shouldn't matter. Everyone is special and possesses something that only they can bring to the table...YOU!

I truly believe that what I want for me is no different to what others want for themselves.

To be seen for who **YOU** are,

To be heard for what **YOU** have to say

To be valued for what **YOU** and only **YOU** can bring to the party.

I'm not sure who said it, but it is so true and helps me to understand what it is to be me in a world where D&I still needs its champions.

Diversity is about being invited to a party

Inclusion is about being asked to dance

Belonging is about dancing and not caring who's watching.



Having lived a large portion of my life denying that I am a Gay man and not believing that who I was, was good enough, I created a semblance of life which was not in fact mine or anyone's reality.

Feeling this way meant I believed I did not fit in or indeed belonged to any place in the world I was inhabiting.

People got to know the David I thought they wanted to know and as a result no one knew me. Without knowing it, I was setting out on a journey, a path of life that would take me to places I never would have believed possible...and not in a good way.

Having reached my rock bottom, somehow the universe took hold of me, and I began my journey to where I am today.



"Belonging is belonging to yourself first" - Brené Brown

The reason I touched on my story above is to highlight my belief that, without self-acceptance, accepting others for who they are, is almost impossible.

Organisations are the same. If an organisation is authentic and presents that consciously both internally and externally, it will attract authentic clients and people and for me, that is when the magic of success can really start to happen.

Fundamentally people are accepting...well most people, and I choose to associate with such people. I choose to maintain a positive outlook on who we are as humans – good, honest, hardworking people trying to get things right.

Brené Brown, in her books 'Daring Greatly' and 'Dare to Lead' and many other places says "I am not here to be right, I am here to get it right". For me, that should be at the centre from which all D&I strategies should emanate.

I was speaking to a fellow HR professional recently on the topic of what makes us unique, and the subject naturally moved on to D&I.

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She shared with me that the organisation she works for were afraid to get it wrong and so had not engaged in D&I until very recently.

This made me sad. I know, respect, and admire this woman for her courage both in work and outside work situations and consistently see her commitment to 'getting it right'.

I know she, and the company want to 'get it right' but by doing nothing they were actually getting it wrong. I now look on with some pride as the company, under her guidance and a little help from Fantastic HR, are now ramping up their D&I strategy.

For me D&I is and will always be a fundamental part of the success of any organisation. Remember.....you are NOT here to be right, you are here to GET IT RIGHT.



D&I involves the whole company. Your people also want to get it right. Trust your people to help you to get it right. They are the backbone of your Diversity and they want to be Inclusive and included.

No matter what the size of company, listen to what your people have to say and together you will start your own journey of discovery.

There is no destination but only the journey and I would be privileged to help you discover what your journey looks like and support you in realising your true corporate makeup now and for the future.

If you want to engage Fantastic HR, email me at david@fantastichr.co.uk and lets get started on your future success through D&I.



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