# Race, Ethnicity and Culture network

Aims to foster a workplace where every individual, regardless of race, ethnicity, or cultural background, feels valued, included, & empowered to contribute their unique perspectives for the collective success of TCE.

#### **Core Values**





#### Inclusivity

Embrace and celebrate the richness of our diverse workforce.



#### **Empathy**

Foster an environment where everyone feels understood, respected, and supported.



#### **Collaboration**

Work together to create a workplace culture that values and leverages the unique strengths of each individual.

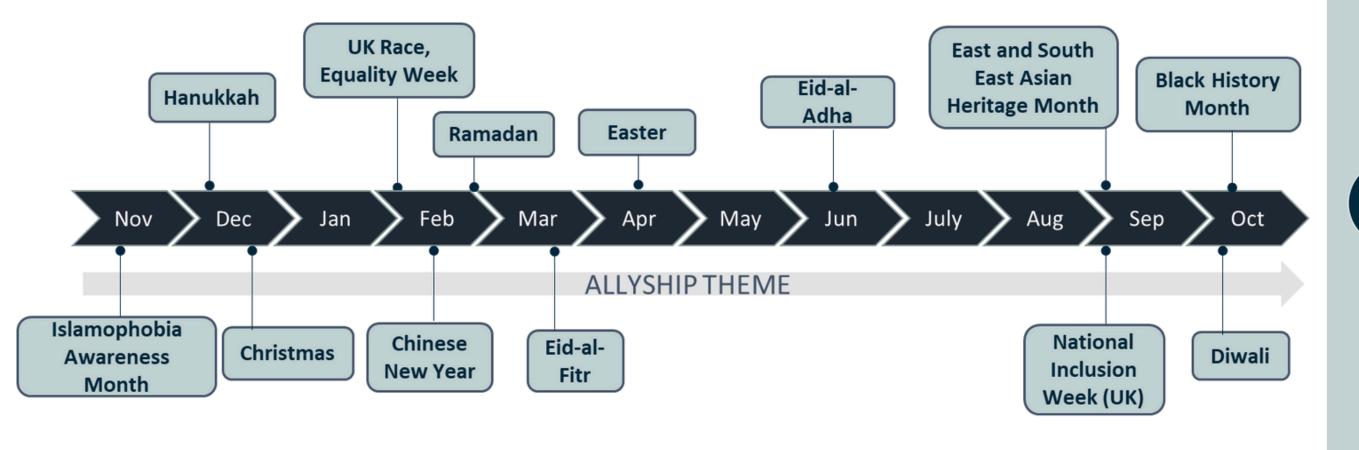


#### Continuous Learning

Commit to ongoing education and self-reflection to enhance cultural competence.

## Network Leads Sandra Adrienne

#### Moments in time



### 2024/25 Priorities

1 Allyship & a "support" mechanism

Supporting our minority colleagues by providing a safe space to voice and address concerns, and promoting their career advancement

Progress cultural understanding in TCE

2

Draw on our lived experiences to improve cultural awareness and understanding across the organisation

3 Look externally for best practice and to build a movement

Seek and leverage best practice externally, and extend our commitment to DE&I beyond our organisation