

A woman with dark skin and her hair styled in two long braids is shown from the chest up. She is wearing a white tank top and red sports sunglasses with reflective lenses. She is adjusting the sunglasses with both hands. The background is a plain, light grey color.

Donna Fraser OBE OLY  
Active Kent & Medway Conference  
16 October 2024







# Olympic & Paralympic Values

- RESPECT
- EXCELLENCE
- FRIENDSHIP
  
- COURAGE
- DETERMINATION
- INSPIRATION
- EQUALITY

400m Women		🏊
Start List - Final		
 RUS	1	Olga Kotlyarova
 GBR	2	Donna Fraser
 GBR	3	Katharine Merry
 JAM	4	Lorraine Graham
 MEX	5	Ana Guevara
 AUS	6	Cathy Freeman
 RSA	7	Heide Seyerling
 NGR	8	Falilat Ogunkoya



# My EDI Journey





# An evening of equality.

EDF Energy's BAME (Black, Asian, Minority Ethnic) Network was launched in 2010 and has gone from strength to strength, winning Business in the Community's Race for Opportunity Award for Best Employee Network in 2013. The network continues to play a leading role in promoting EDF Energy as a supplier and employer of choice within ethnic communities, alongside supporting its members to reach their potential through career development activities.

A memorable evening was laid on for members and guests of the BAME Network in June.

The venue for the get-together was the stylish London residence of the French Ambassador to the UK, and the guest of honour was one of the UK's most prominent black

Parliamentarians, Lord Herman Ouseley.

Interviewed by the Network's Deborah StClair-Thomas, Lord Ouseley – who came to the UK from Guyana in 1956 aged 11 – spoke about his early influences, his illustrious career in London government and education, and his work at the forefront

of challenging racism in organisations.

With the 2014 FIFA World Cup as a fundraising theme, guests were particularly interested in one of his recent initiatives – Kick it Out – which challenges racism in football. Responding to a comment by Lord Ouseley that "every organisation has



Supporters and committee members of the BAME network, including Donna Fraser and Stuart Cowles, left to right.



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Mentimeter

# What does Equality, Diversity & Inclusion mean to you?



leader  
bold  
creative  
focus  
fast  
transpiration  
inspiration

## Content



Your question ⓘ

What does Equality, Diversity & Inclusion me

### Additional details

Longer description shown on your audience's phones

Your description

Answers per participant ⓘ

5

### Extras

Let participants submit multiple times ⓘ

Select another question

DF

Account



Content



Design



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Help & Feedback

# EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# Intersectionality

- ‘Intersectionality recognises that we all have multiple, overlapping identities that may impact on our experiences in different ways.’
- The interconnected nature of social categorizations such as race, class and gender, these can be independently or collectively viewed as potential barriers of discrimination or disadvantage’



Inclusion  
starts with 'I'...





# allyship:

"A LIFELONG PROCESS OF BUILDING RELATIONSHIPS BASED ON TRUST, CONSISTENCY, AND ACCOUNTABILITY WITH MARGINALIZED INDIVIDUALS AND/OR GROUPS OF PEOPLE."

- FORBES







Collaboration

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- ✓ What's your **VISION** and **MISSION**?
- ✓ Know your **PURPOSE**
- ✓ Have **COURAGE**
- ✓ **LEAD** by example
- ✓ **CHALLENGE** yourself
- ✓ Embrace **CHANGE**
- ✓ **RESPECT** difference
- ✓ Control the **CONTROLLABLE**
- ✓ Look after **YOU!**



**Diversity** is having a seat at the table, **inclusion** is having a voice, and **belonging** is having that voice be heard.

[www.donnafraserofficial.com](http://www.donnafraserofficial.com)



