# DIVERSITY NETWORKS

## CONTENTS

## EMPLOYER NETWORKS

There has been a large growth in employer networks for disability in recent years. If a vacancy interests you, by researching the organisation's website, you will find whether they have any diversity networks. Networks tend to be more common in large organisations, as small to medium employers (SMEs), tend to know each other personally.

Examples include:

- Civil Service: diversity networks
- NHS diversity networks
- Shell's enABLE network
- BAE Systems Disability Network

## PROFESSIONAL / CAREER SECTOR NETWORKS

If you have a chosen career sector, it can be helpful to look at professional institute websites to find diversity networks. Often these networks can be diversity specific or cover all diversities. Here are some examples:

### Management, Banking & Finance

- Institute of Consulting diversity networks
- Women in Banking & Finance
- Diversity & Inclusion Community Institute of Chartered Accountants
- Interbank – The London Financial Services LGBT Forum LGBT+ Networks from Financial Services Firms

## IT

- Women in IT
- Diversity networks IT
- BAME in games
- Women in Games

## Engineering

- AFBE-UK Association for Black and Minority Ethnic Engineers
- Equal Engineers promote diversity in engineering including careers fairs and student forum
- Women in Science Technology Engineering – regional networking events and a national student conference (November)
- Women's Engineering Society – offer conference, and one to one mentoring

## Psychology & Mental Health

- https://www.bippnetwork.org.uk/  Black and Minority Ethnics in Psychiatry and Psychology Network (blogs, events, twitter)
- https://www.in2gr8mentalhealth.com/  a centre for destigmatising & supporting lived experience of mental health difficulties in mental health professionals
- www.ppn.nhs.uk Psychological Professionals Network – also has an Aspiring Practitioners Network

## Property & Housing

- Freehold LGBT+ Real Estate Professionals
- Houseproud LGBT+ Housing Sector

## Legal Profession

- Inter Law Disability Forum
- The Law Society – Ethnic Minority Lawyers Division supports and promotes solicitors and their allies through the provision of career-enhancing events, information and networking opportunities.
- Law society diversity networks
- Divercity in Law: A city law graduate mentoring scheme  for LGBT+ candidates
- Being Lawyers (mental health support for Lawyers)
- Law Society - Lawyers with Disabilities Division - http://communities.lawsociety.org.uk/lawyers-with-disabilities/

# DIVERSITY SPECIFIC NETWORKS

## Disability

- Network Autism:  a networking site hosted by NAS which includes employment discussion topics.
- Autismforward: Lists specialist employment mentors and provides grants for mentoring services
- Dyspraxic adults: A peer support forum including discussions on employment related topics.
- Scope Forum discussion on disability issues including employment

- [EmployAbility](#) supports students and recent graduates with disabilities including networking events
- [My Plus](#) includes networking events for students and recent graduates with disabilities
- [Association of Disabled Professionals](#)
- [Disabled Entrepreneurs](#)
- [Mind's online community](#)

## People with Convictions

- The [Unlock - support for people with convictions](#) online forum is a self-supporting community for law-abiding people with convictions to share information, advice and experience on moving on with a criminal record, including employment.

## LGBT+

- Ally network - many employers have set up Ally Programmes to ensure the workplace is inclusive for everyone and to support LGBT+ colleagues who may feel less confident about being themselves in the workplace. Watch our [webinar](#) and see how this works at IBM
- [Open for Business](#) companies which have been vocal supporters of LGBT+ inclusion.
- [Gay Business Association:](#) LGBT professional network for the UK lists group members – it is possible to search in order to find out if various employers are members.  Includes links to [LGBT+ professional groups](#)
- [Trans*formation](#) seeking to improve trans visibility in the workplace
- [Equality Network](#) LGBT+ Scotland