

Members of the BCC Workplace Equity Commission:

Bio: Iain Anderson, Executive Chairman, H/Advisors Cicero & Chair, Stonewall:

Iain is a founding shareholder and Executive Chairman of H/Advisors Cicero. He has over 30 years' experience as a political adviser, business journalist and CEO and Board level counsel. Iain believes passionately in workplace opportunity and is proud to be the Chair of Stonewall. He was appointed as the UK's first ever LGBTQ+ Business Champion by the UK Government in 2021. He is also a non-executive director of Innovate Finance, a non-executive member of the Court of the University of St Andrews and chairs the Development Committee of Robert Gordon's College.

Quote: Iain Anderson, Executive Chairman, H/Advisors Cicero & Chair, Stonewall, said:

"I'm delighted to join the BCC as they take a leading role in progressing the ED&I agenda across the UK economy. I look forward to bringing my experience and dedication to progressing the rights of LGBT people, in particular my experience as the UK's first LGBT Business Champion, to the group in order to create fairer and more equitable businesses and workplaces."

Bio: Mark Hodgkinson, CEO, Scope:

Mark joined Scope as Chief Executive in January 2019. He spent his early career working for Sir Richard Branson, running Virgin Money. He has led businesses through major changes in many different sectors including restaurants, housing, retail, care homes, leisure, entertainment and financial services. He co-chairs the Disability Charities Consortium (DCC) which is a coalition of many of the main disability charities in the UK.

Quote: Mark Hodgkinson, CEO, Scope, said:

"Progressing the rights and attitudes towards disabled people in our workplaces is vital, not only to society, but to the overall value of our economy. I look forward to working with the BCC and my fellow commissioners to ensure our workforce is diverse, equitable and inclusive of all."

Bio: Ayesha Hazarika, Broadcaster, Columnist & Political Commentator:

Ayesha Hazarika MBE is a columnist and broadcaster. She hosts the weekend drivetime show on Times Radio. In 2019 she took over as Editor of The Londoner, the Evening Standard's Daily Diary section. Having started her career as a stand-up comedian playing clubs across the country, she went on to work as a Special Adviser for the Labour Party. During her time in Westminster she worked for Gordon Brown, Harriet Harman and Ed Miliband, advising them on Prime Minister's Questions, speeches, media and policy as well as heading up initiatives on topics such as Women and Equality.

Quote: Jude Kelly CBE, CEO and Founder, Women of the World, said:

"There is still a long way to go in the fight for equal representation and equitable treatment of women, including across the UK economy and in our workplaces. While much progress has

been made, a huge amount remains to be done to ensure businesses are truly diverse, inclusive and equitable.”

Bio: Dr Emily Andrews, Deputy Director for Work, Centre for Ageing Better:

Dr Emily Andrews is Deputy Director for Work at the Centre for Ageing Better – a charity pioneering ways to make ageing better for everyone. She leads the team who are working to create fair access to work for people in their 50s and 60s. They deliver the Age-friendly Employer Pledge, as well as research, policy, influencing and design activity. She was previously Associate Director at the Institute for Government, where she led work on public sector performance and productivity, and digital government.

Quote: Dr Emily Andrews, Deputy Director for Work, Centre for Ageing Better, said:

“The value of older workers to the UK economy cannot be underestimated, yet they are often underrepresented in our workplaces. The recruitment, retention and reskilling of workers in their 50s and 60s is particularly important, and I look forward to developing policies and solutions to ensure our workplaces are equitable and inclusive of people of all ages.”

Bio: Kudsia Batool, Head of Equalities & Strategy, TUC:

Kudsia leads the TUC’s equality, international and strategic governance department. Her responsibilities include equalities policy, the TUC’s anti-racism task force and TUC strategic governance. This means putting trade unions at the heart of the fight for racial justice and work to tackle the scourge of sexual harassment in our workplaces – and to lead the reform needed in the trade union movement. Her work also addresses the systemic inequalities facing disabled people. She is also at the forefront of the fight for LGBT+ equality.

Quote: Kudsia Batool, Head of Equalities & Strategy, TUC, said:

“The TUC is delighted to be working with the BCC on this very important body of work which will see the development of tangible solutions to the problems we face in achieving truly equal and equitable workforces. I look forward to bringing the voice of workers to the commission and to ensure they are at the heart of our work to progress equality throughout UK businesses and workplaces.”

Bio: Gill Hunter, Managing Partner, Square One Law & Chair of the BCC Workplace Equity Commission:

As an owner and the managing partner of commercial law firm Square One Law, Gill leads a team of highly talented people committed to giving their clients the best service possible. Gill runs the firm with a really strong sense of values as well as being a highly regarded tech and IP lawyer. She strongly believes that a diverse and inclusive work environment not only fosters innovation and creativity, but also drives employee satisfaction and productivity and as a result delivers great client service. In 2022, she stepped up as the vice chair of the board of trustees for Disability North.

Quote: Gill Hunter, Managing Partner, Square One Law & Chair of the BCC Workplace Equity Commission, said:

“With the creation of their Workplace Equity Commission, the BCC is establishing itself as a leading voice in the progression of ED&I across UK businesses. I am delighted to be chairing

BRITISH CHAMBERS OF COMMERCE WORKPLACE EQUITY COMMISSION

the commission which will see top class experts and business leaders develop real solutions to the challenges we come up against on our path to a truly equitable, inclusive and representative economy.”

Bio: Jane Gratton, Head of People Policy, British Chambers of Commerce:

Jane is passionate about shaping an education and skills system that supports young people to develop skills for great careers and that helps employers to train and develop their workforce. She leads on labour market and skills policy, bringing employers and policy makers together to create an environment in which businesses and their workforce can thrive together. Jane joined the BCC in 2017 from the Staffordshire Chambers of Commerce where she was Deputy Chief Executive. During her career, Jane has led the delivery of business support programmes helping thousands of firms of all sizes and sectors.

Quote: Jane Gratton, Head of People Policy, British Chambers of Commerce, said:

“Earlier this year, BCC’s landmark International Women’s Day research highlighted the significant challenges many women face throughout their careers. Now, broadening our Inquiry, the Commission will be examining how businesses are experiencing Equality, Diversity and Inclusion in the workplace, and how they can be supported to unlock the talent and potential of the workforce.”

Bio: Henrietta Brealey, CEO, Greater Birmingham Chambers of Commerce:

Henrietta is CEO of the Greater Birmingham Chambers of Commerce, as well as the executive lead for Diversity, Inclusion & Belonging on the Chamber’s board. She was appointed in 2021 at age 30, making her the youngest CEO in the organisation’s 210-year history. In 2019 she was named as one of Birmingham Live’s Brum 30 Under 30. She is a Governor and honorary fellow (2021) of University College Birmingham.

Quote: Henrietta Brealey, CEO, Greater Birmingham Chambers of Commerce, said:

“At its heart, workplace equity is about creating an environment where people can progress, and are engaged and empowered to bring their best to work - regardless of their background or demographics. That’s good for individuals and that’s very good for business. While the majority of firms recognise this, they often struggle with what really works in practice and how best to focus their efforts. I look forward to supporting and sharing best practice as part of the Commission’s work.”

Bio: Paul Butterworth, CEO, Chambers Wales South East, South West and Mid:

Paul is passionate about creating a better and fairer business landscape for all in Wales and thrives on promoting and connecting Welsh businesses. As CEO for Chambers Wales, it is Paul’s mission to help and support Welsh businesses; promote and connect trade nationally and internationally through their global network; and act as the voice for business at the decision-making table.

Quote: Paul Butterworth, CEO, Chambers Wales South East, South West and Mid, said:

“As a voice for business, Chambers across the UK are championing equality, diversity and inclusion in their local communities and businesses. I’m delighted to be representing our

BRITISH CHAMBERS OF COMMERCE WORKPLACE EQUITY COMMISSION

Chamber network as part of the Commission and look forward to bringing the voice of the network and our member businesses to the table.”

Bio: Catherine Le Yaouanc, General Manager, Franco-British Chamber:

Catherine has been the General Manager of the Franco-British Chamber since 1993, when she accepted the challenge of the Chamber's financial recovery, the creation of new services and the development of membership. To mark her 20 years with the Chamber in 2013, her European peers awarded her "The Howard Rosen Special Award for Excellence". She is also a board member for the "Fondation Franco-Britannique de la Colony de Sillery”.

Quote: Catherine Le Yaouanc, General Manager, Franco-British Chamber, said:

“Bringing an international perspective to the BCC’s Workplace Equity Commission is imperative to ensure British businesses across the world can lead in embedding ED&I into our societies and economies. I look forward to sharing the work of Franco-British businesses in this area and developing pragmatic and progressive policies to forward the diversity and inclusion agenda in our workplaces.”

Bio: Farida Abba, CEO, British Chamber of Commerce Kenya:

Farida Abbas is the CEO of the British Chamber of Commerce in Kenya. She provides leadership and strategic vision to the Chamber by identifying, evaluating, and developing trade and investment opportunities between Kenya and the United Kingdom. Farida comes from a background in sustainable business development and thrives on growing SME capacity building. Farida draws on work from her experience with the FTSE 100 companies in Kenya, including Diageo, AstraZeneca, GlaxoSmithKline and G4S.

Quote: Farida Abbas, CEO, British Chamber of Commerce Kenya, said:

“I’m delighted to bring an international perspective to the BCC’s Commission, in particular that of an emerging market where the topic of ED&I is at the forefront of our minds. Sharing the great work British businesses in Kenya are doing on this issue is hugely important for both society and our economy – helping to attract inward investment and showcase Kenya as a thriving place to do business.”

Bio: Caroline Stevens, Director, Herts Inclusive Theatre:

Caroline Stevens is the Director of Herts Inclusive Theatre (HIT), an organisation which uses the arts as a tool for development and well-being, providing fully accessible arts activities, events, and performances across Hertfordshire. Prior to her work with HIT, Caroline worked for several community theatre and dance companies. Caroline spent a lot of her training working with marginalised communities and specialised in working with children with autism and life-debilitating illnesses.

Quote: Caroline Stevens, Director, Herts Inclusive Theatre, said:

“As the proud winner of the BCC’s 2022 Equality Trailblazer award, we’re delighted to be joining the Commission and representing our collaborative, inclusive and diverse organisation. From trustees to staff and volunteers, we unite people from a range of backgrounds, and I look forward to bringing our work, ideas and experiences to this group.”

Bio: Layla Young, HR Director, Genuit Group:

Layla joined Genuit Group in November 2021, and is currently the HR Director for the Sustainable Building Solutions Business Unit. The business is growing and evolving in all areas, and their focus on providing a sustainable working environment that is diverse and inclusive is more important now than ever. With a career in generalist Human Resources spanning over 20 years, Layla's early career saw a brief period in the computer technology industry and waste management, before transitioning into manufacturing.

Quote: Layla Young, HR Director, Genuit Group, said:

“While the topic of ED&I has been on the agenda for many years, this year we have seen attention turn to the concept of ‘equity’ and how we can integrate it into our workplaces. It is heartening to see the BCC take a leading role in progressing equity across the UK economy and I look forward to bringing my experience, in particular that of being a woman working in male-dominated industries, to the group’s work.”
