

## Equality, Diversity & Inclusion – our journey

We are embarking on a journey to cement our commitment to equality, diversity and inclusion (EDI).

Whilst we have always tried to be an inclusive employer and are supportive of clients in their efforts to become more diverse, this has been a passive position rather than a proactive aim.

That's all about to change.

Our aim is not to re-invent everything we do, or to force change on our staff. Instead, we want to support EDI within recruitment, both internally and externally, by training our staff how to be more inclusive in their everyday working practices. We want to champion EDI so that it remains at the forefront; a default position rather than an afterthought.

Our approach needs to be reflective and holistic, reviewing our current practices and understanding how we can optimise our conduct to promote equality diversity and inclusion at every turn. As with all successful change programmes, there needs to be a legitimate willingness to achieve the end goal.

We want to educate our staff, and our partners, about why EDI is so important, and enable them to act upon their willingness.

### The Team:

We have appointed an EDI task force, creating EDI 'Champions' who will lead the business on the journey with the full backing and support of our Directors. Meet them here.



**Georgia Nield**  
Principal Consultant

"I'm really excited to be part of the team responsible for designing and implementing Keystream's 2021 EDI initiative. Beginning this journey has demonstrated that, whilst I have passion in abundance for this topic, there is still so much more for me to learn. I'm eager to better my own understanding and hopefully inspire those around me to do the same.

Recruitment is an innately people centric profession and my aim is to ensure that we are putting people at the centre of everything we do by creating an equal, diverse and inclusive culture in which everyone can bring their best, authentic selves to work every day. I believe this will better equip Keystream to provide the best experience for current and future colleagues, our candidates and our clients in every interaction we have."



**Jessica Sutcliffe**  
Consultant

“I was thrilled to be a part of the team creating the EDI initiative at Keystream. Equality, diversity, and inclusion is extremely important to me; to be surrounded by people who are eager to learn and can appreciate people from different walks of life creates a welcoming, accepting, and supportive environment in which people can thrive.

While opportunities to be educated are on our doorstep and easily accessible, many of us struggle to find the time or see the urgency to learn about matters that don't affect us directly. My aim is to break this habit, educate not only myself, but encourage those around me to be involved too, so we can celebrate all walks of life. Changing the system begins with ourselves, and it's our responsibility to ensure we are a leading example in recruitment for making our colleagues, contractors and clients feel welcome, understood and valued in every environment.”



**Sam Saunders**  
Principal Consultant

“I'm delighted to be a part of Keystream's EDI initiative. It is important for me to champion education and understanding of why EDI is so important. Crucially, I am eager to learn more on a personal level and I want to generate this same enthusiasm within the company. To want to learn more, I believe, is the first important step in anything.

Coming from a position of privilege, I feel a responsibility to set an example for the company, futureproofing our working practices to make us market leaders for equality diversity and inclusion. My aim is to eliminate the need for EDI champions in the future! The end goal is for EDI to be second nature within everything Keystream, and our partners, do.”

***None of us claim to be experts but sometimes what is important is putting your hand up, going outside of your comfort zone and being passionate about making a difference. We are committed to doing everything we can to make this programme a success.***

#### ***The Keystream ED&I Champions***