

ACTION 5

Improve the experience & representation of Asian Talent

This guide has been developed by the All In Asian Working Group

ALL IN

ACTION PLAN

Find out more at advertisingallin.co.uk

HOW TO GET STARTED

Be curious

Collect data, speak to your employees. Understand and recognise religious and cultural differences. Appreciate the diversity between Muslims, Sikhs, Hindus, Buddhists, Jains and other religious sects

Mentoring/coaching

Should be matched to the specific to the needs of your Asian employees

Employee Resource Groups/Partnerships

Keep them informed, engage with them and listen to their suggestions. Bring in support where needed

Diet/fasting

Cater for these needs with your on-site dining choices and at company events, some businesses have joined in the fasts to show solidarity

Alcohol

Be aware of individual preferences, especially at company meetings and events

Prayer room and washroom facilities

Should be made available in your workspace if possible

Holidays

If certain religious and cultural holidays are important to your employees, could they swap these dates for other paid bank holidays and work those instead? Or would they prefer to work from home on those days?

Note: Every employer and employee is different, communication will help to achieve the right solution for both parties. Employee responses must be voluntary as some people may not wish to disclose their preferences. Explaining why you are asking – i.e. to accommodate everyone's needs – is critical.