

How Do You #InspireDEI?

ING Diversity, Inclusion & Belonging Strategy



Victoria Chatfield,
Chair UK DIB Forum,
ING

ING is a Global Bank with Dutch heritage and more than 66,000 staff globally. Here at the bank we recognise how important it is that every one of our staff should be able to bring their whole self to work, every single day, and this year marks 12 years of ING UK's Diversity, Inclusion and Belonging forum. Our Forum is made up of a group of passionate volunteers from around the organisation who champion awareness, education and foster a culture of respect for all the ways in which we are diverse. Our volunteers embody some of our core behaviours at ING around taking it on and making it happen and I'm so pleased to work alongside them.

Inclusion, Mental Health & Social Mobility

In the UK, our current strategy has been to approach Diversity, Inclusion and Belonging under three distinct pillars: Inclusion, Mental Health and Social Mobility. We annually hold a strategy session for each pillar, listening to our colleagues and finding out what they'd like to see, what would make a difference and how to create impact.

- Over the last 2 years, we've had members of our UK Management Team align themselves to our pillars which is a meaningful step to achieve greater representation at all levels
- Under Inclusion we have championed employee networks such as our Let's Talk Menopause community, Gender Balance and LGBTQ+ Rainbow Lions but we largely host events to raise awareness. Two of the most successful events of 2023 were our Drag Bingo evening for Pride and our motivational speaker event with the highest-ranking black officer in the Royal Marines, Scotty Mills.
- Under Mental Health we've partnered with MIND and the Charlie Waller Trust, hosting a series of Mindful Mondays with the aim of breaking the stigma surrounding mental health.
- Our Social Mobility stream has partnered with secondary schools and Universities, to inspire students and show them the various avenues and opportunities in the industry by meeting colleagues and spending a day at the ING offices.

How Do You #InspireDEI?



Celebrating 2024 IWD

This year for International Women's Day we hosted Jo Salter MBE, the RAF's first female fast jet pilot who will be sharing both her personal and professional journey. It was inspiring to hear her story, how she broke stereotypes and paved the way for women in aviation and how she continues to advocate for gender equality and diversity in traditionally male-dominated fields.

We are also hosting a networking event and clothing collection in support of Smart Works, a charity that dresses and coaches unemployed women in preparation for a job interview.

I'm really looking forward to the year ahead for us at ING and particularly how we can all #inspireinclusion to engage, support and respect each other.

IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.