

**From:** LSH Together <online@emails-lsh.co.uk>  
**Sent:** 21 September 2023 11:00  
**To:** Smith Donna  
**Subject:** Equality, Diversity & Inclusion

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## National Inclusion Week

25 to 29 September 2023



Next week is National Inclusion Week. This year's theme is "Take Action, Make Impact". In keeping with this theme and in order to create positive change across all areas of equality, diversity and inclusion, members of the Together Working Group ("LSH Together") will be introducing themselves and opening up discussions around our 6 Networks.

Multicultural	Social Mobility	Workability
Gender Balance	Interfaith	LGBTQ+
Wellness / Mental Health		

To join one our networks, including joining to be an ally to the group, please email our **Together Mailbox** to register your interest.

Our programme of communication for National Inclusion Week is as follows:-“

Monday 25th September	Multicultural / Interfaith
Tuesday 26th September	Social Mobility
Wednesday 27th September	Gender Balance
Thursday 28th September	Workability
Friday 29th September	LGBTQ+

## BAME in Property Partnership

At the beginning of this month, LSH signed a partnership with **BAME in Property**. Their aim is to help organisations in becoming more diverse and inclusive by supporting talented people of all backgrounds, encouraging upcoming generations to venture into fulfilling careers, and inspiring businesses to create positive change in this space. Chris McCartney said:

**BAME IN PROPERTY**

**PARTNERSHIP ANNOUNCEMENT**

**Lambert Smith Hampton**

“ Our approach to diversity and inclusion is simple: it’s about encouraging everyone. Creating an open and inclusive culture where all employees can bring their best selves to work and deploying initiatives that support everyone to achieve their full potential. Partnering our #LSHTogether programme with BAME in Property provides us with the expertise and guidance to help us do what it takes to create meaningful change for our business and industry. ”

Chris McCartney, HR Director, LSH

## Diversity Data Monitoring

To further support and inform our EDI strategy, it is important for us to understand who we are as a business. Collecting diversity data in relation to our workforce enables us to better understand who our people are and helps us develop programmes and initiatives through our Networks that will help drive relevant and meaningful change.

Please complete this by filling in [this survey](#).

All personal data is treated in the strictest confidence and is collected, stored and analysed through our CoreHR system, which is GDPR compliant. We will only ever report using aggregated data.

## Launch of External Together Website

Our internal [Together website](#) was launched almost a year ago now and has recently had a makeover. Please do take a look and find details of our Working Group members, Networks, external Partnerships and other resources.

We are also pleased to announce that our EDI commitment will now have a place and presence on our corporate LSH website, and is being launched next week to coincide with National Inclusion Week.


## Recent events

### Pride

 June 2023



### Mental Health Awareness Week

 15 to 21 May 2023



To acknowledge Pride, Kathy O'Reilly and Federico Montella put together a very **informative newsletter** with TV/Film recommendations, upcoming webinars, training available via our GoodHabitiz.

It also details how you can update pronoun options in your emails.

[Update CoreHR details here](#)

The Mental Health First Aiders put on a full timetable of events for Mental Health Awareness Week, which was highlighted in their **first Newsletter**.

This year's theme was Anxiety. They signed up to the Lord Mayor's Appeal campaign "This is Me" which works to change attitudes towards mental health in the workplace and support organisations to create healthier and more inclusive workplace cultures. Our Chair, Donna Smith, was the first member of LSH to share her story. [You can read it here.](#)

## Get in touch

The Together working group meet monthly and are always open to new thoughts and ideas.

Please contact us if you want to join the conversation! [Together@lsh.co.uk](mailto:Together@lsh.co.uk)



**Donna Smith**  
Chair of EDI Working  
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