

Inclusion 247 Podcast

Show notes

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Episode #7 The Power of Networks



In this episode we talk with **Laks Mann**, a serving Police Officer for the Metropolitan Police Service (MPS).

Laks takes an active role in the

Metropolitan Police Community Engagement portfolio and is a Committee Member of the [LGBT+ Network](#), a member of the [Sikh Association](#), and a supporter of both the [Hindu Association](#) and the [Association of Muslim Police](#). Laks is an alumnus of Stonewall's flagship [LGBT+ Workplace Leadership Program](#), and also its [BAME/PoC Role Models Program](#). Laks was appointed by the Mayor of London Sadiq Khan as a LGBTQ+ Lead to the Greater London Authority's inaugural [Equality, Diversity and Inclusion \(EDI\) Advisory Group](#)

In this episode we explore the power of staff networks and the benefits that they bring to an organisations and its people. We explore ways in which staff networks can be set up, the various roles that people play in these networks and how to get the most of out of them.

We also explore recruitment practices, specifically the misguided belief that 'Diversity'

recruitment initiatives alone will simply drive Inclusion and create Belonging.

Laks shares some of the work he undertakes within the Metropolitan Police Service to ensure people feel they are valued and belong in the workplace. This including championing the work of others, encouraging others to step forward and be visible, and getting staff associations to work better together so they can be more representative.

By fostering a sense of belonging Lak's believes that it provides a platform where people are willing to give something back, to make things better for others, and is a fundamental aspect of creating inclusive practices.

Contacting Laks

Laks can be contacted

Twitter: [@Laks Mann](#)

LinkedIn: [@Laks Mann](#)

London Mayoral [Equality, Diversity and Inclusion \(EDI\) Advisory Group](#)

(<https://www.london.gov.uk/what-we-do/communities/equality-diversity-and-inclusion-edi-advisory-group>)

[Gaysians](#) blog (5-year journey)

(<https://queerasia.com/2019/02/18/building-blocks1/>)

About the Show

The **Inclusion 247** podcast is for busy professionals who want to know 'how' to

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create an inclusive workplace culture. Throughout this series Teresa will speak to some of the most inspiring thought leaders of today, who will share their knowledge and insight into what it takes to build an inclusive workplace culture. She will guide listeners through her tribe5 Diversity & Inclusion® methodology - from taking stock, raising awareness, to inspiring all stakeholders, building for the future and embedding positive Diversity & Inclusion practices.

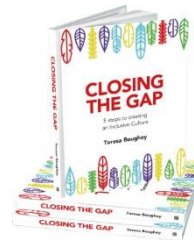
The format of the Podcast is 30 minutes of conversational-style discussion about ideas relating all aspects of equality, diversity, inclusion and belonging.

About your host

Teresa Boughey is an Award-Winning Diversity and Inclusivity specialist with over 25 years' Senior Leadership experience working with large organizations and their executive boards.

Teresa is a TEDx speaker, a UK Female Entrepreneur Ambassador and a Non-Executive Director. She has been recognised as a Top 100 F:entrepreneur. She is business board member of two All-Party Parliamentary Groups, influencing Government on Policy.

She has appeared on BBC One's Sunday Politics Show and local BBC Radio. Teresa has also been a judge at the UK Biz Awards and UK Employee Experience Awards.



Teresa is the author of the #1 best-selling book *Closing the Gap – 5 Steps to Creating an Inclusive Culture*.

Closing the Gap has been shortlisted in the 2020 Business Book Awards in the 'Exceptional book that promotes Diversity' category



<https://www.inclusion247.com/closing-the-gap-1-bestselling-book>

As an active fundraiser Teresa has also helps raise funds for various charities and is currently an Ambassador for The Hunger Project – **Unleashed Women's Project**.