



ABOUT ME

I am passionate about Inclusion because it moves organisations from simply having workforce diversity to creating a highly performing organization, where each can feel that they belong.

My journey into equality, diversity and inclusion began when I was recruited, following the passing of the, then, Disability Discrimination Act, to make HSBC Bank accessible.

Very quickly my thinking developed; accessibility applies, not only to disability, but to all facets of diversity. Accessibility, I realized, makes people available to improve an organization's creativity, innovation and productivity.

As I deepened my understanding it became apparent to me that it takes more than just a diverse workforce to be able to realize the inherent benefits. The key lies in Consciously Inclusive Leadership

Some of my Friends Include

Capital One	Bank of England
Egg plc	Molson Coors
Princes Group	Brewers
Inclusive Companies	UK Border force
BAA	The Open University
Sandwell Children's Trust	University of Nottingham
Univar Solutions Inc	Children in Scotland
HSBC	Cromwell Hospital
British Film Institute	DWP
Bupa	Cambridgeshire Fire & Rescue Service



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CONSCIOUS INCLUSION SPECIALIST JITEN PATEL



PROFESSIONAL EXPERTISE

Jiten is a recognized Conscious Inclusion thought leader, an award-winning Equality, Diversity, and Inclusion strategist and practitioner, a published author and blogger about maximising Inclusion through diversity. He has developed specific expertise in the fields of Consciously Inclusive Leadership, race and anti-racism, cognitive biases and microaggressions, stereotype threat, structural privilege, consciously inclusive strategic planning, and operational implementation

He is the co-author of Demystifying Diversity which went into a second edition in July 2020. He has a background in Financial Services and set up his own EDI Consultancy in 2001. Additionally, he supports other consultancies working to improve diversity and inclusion for their clients,



PORTFOLIO

- Coach and mentor to Diversity and Inclusion Practitioners
- Mentor to Diversity and Inclusion writers and authors
- Inclusive Leadership coaching for CEOs, Exec Boards, senior leaders
- Anti-Racism training for Capital One UK Exec team and top 50 leaders
- Inclusive Leadership Training for senior leaders at Univar solutions
- Research into the barriers to career progression for ethnic minority staff
- Listening sessions/reporting following BLM protests for 3 corporate clients
- Design and implementation of equality strategies for many clients
- Design and delivery of highly successful positive action programmes for a range of clients, including UK Civil Service, and the Open University
- Inclusion reviews / audits for PLCs, central and local government, Police Forces, Fire and Rescue services, and higher education providers



PREVIOUS EXPERIENCE

Jiten started out in Financial Services where he worked in commercial banking, international trade finance, corporate relationship management, treasury operations, project management and finally in Equality and Diversity. Working as a freelance consultant, Jiten has undertaken a range of projects including setting up positive action programmes, developing staff diversity networks, diversity and inclusion audits, researching barriers to career progression for minority ethnic staff, sourcing diverse talent pipelines, leading strategic interventions, and other Inclusion related research.



PROFESSIONAL QUALIFICATIONS/AFFILIATIONS

- Citizens UK Community Leadership Training 2019
- Accredited GDPR Practitioner, 2018
- Diploma in Executive and Life Coaching, 2009
- Associate of the Chartered Institute of Bankers, UK, 1987 (Equivalent to a 1st Degree)
- Certificated NLP Practitioner 1989
- Affiliate Member, CIPD
- Affiliate Member, Association for Coaching



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