

25th July 2024

Introduction to the Wellbeing, Diversity & Inclusion (W,D&I) Subcommittee





What is W,D&I?

- **Wellbeing** refers to the employees physical and mental health
- **Diversity** refers to who is represented in the workforce.
 - Gender
 - Age
 - Ethnicity
 - Physical ability
 - Neurodiversity
- **Inclusion** refers to how the workforce experiences the workplace and the degree to which organisations embrace all employees and enable them to make meaningful contributions





Value Of W,D&I to Our Members

Poor mental health costs UK employers £51 billion a year

Diverse companies are 70% more likely to capture new markets

More than 3 in 4 job seekers are looking at D&I when deciding whether to accept a job offer

UK Average Women Earn 7.7% less than men

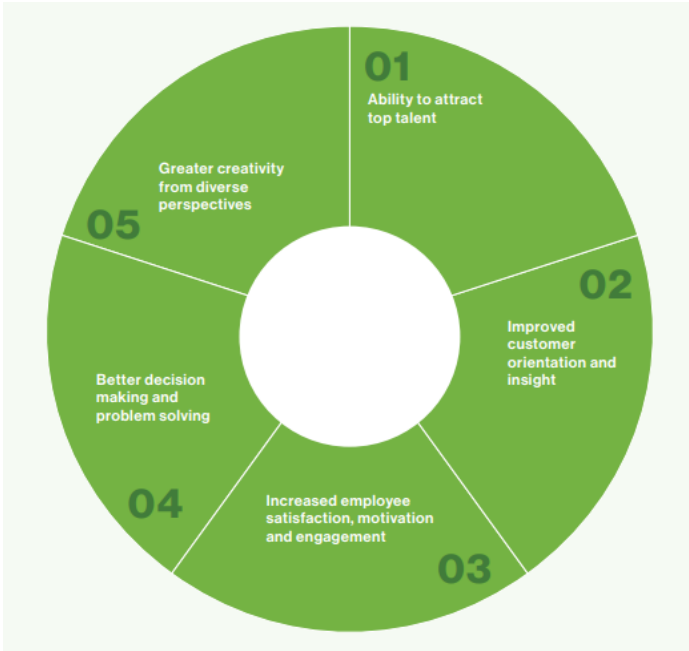
Vehicle Trades – **21.4%**
Vehicle Assemblers – **23.5%**
Mechanics – **10.6%**
Logistics and Transport – **11.1%**

Sales revenue increases 15-fold among companies with high racial diversity

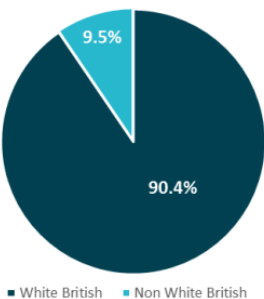
Inclusive teams make better business decisions twice as fast

1 in 4 (24%) employees with disabilities claim there has been a lack of understanding of disability in the workplace

survey, 10,000 Automotive Workers

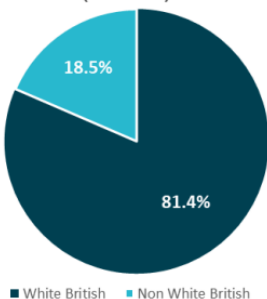


Automotive Retail (2021/22)



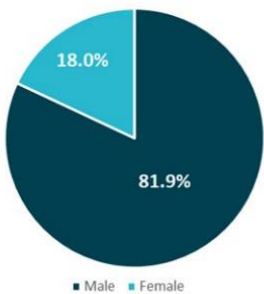
■ White British ■ Non White British

Working age population (2021/22)



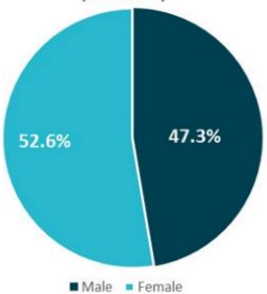
■ White British ■ Non White British

Automotive Retail (2021/22)



■ Male ■ Female

Working age population (2021/22)



■ Male ■ Female



Join the subcommittee

Contact – Olivia.Mills@Zenith.co.uk or info@thevra.co.uk



Rachel Clift
Health & Wellbeing
Director BEN



**Stephen
Whitton**
Founder of Menable



Olivia Mills
Zenith Remarketing
Manager & Chair of
Gender Equity

Objective of the W,D&I Subcommittee

To provide insights and thought leadership that promotes and champions positive business benefits of engaging with diversity, inclusion, and wellbeing for VRA members.

The Wellbeing, Diversity & Inclusion subcommittee's main objectives are to:

- Provides insights and best practice information, advice, and guidance to VRA Board to help foster an inclusive culture that supports diversity, equity, and wellbeing within and across the VRA organisations and its members
- Raise awareness and education regarding wellbeing, diversity and inclusion across VRA members
- Champions diversity, inclusion, and wellbeing within the remarketing, and wider, automotive industry

Timeline



29th July Survey

Send Out Online Survey

Who is the survey aimed at?

Find out our starting point

Engagement of members with WD&I

What do our members want to see?

What support do our members need?

How do we give our members added value?

Introduction to People Teams

Conduct a Webinar

Keep momentum of W,D&I

Engage with People teams of members

Use results of survey to determine the topic.

27th Nov Seminar

Annual Seminar

Deliver full benefits of W,D&I

Present full survey insight

Deliver return on investment for members

Announce task we will undertake to add value for members

What Next?

What next?

Consider white paper

Consider future collaborations and speakers

Continuous support of members

Monitor members engagement with W,D&I

