



VOYAGE
Voice of Youth And Genuine Empowerment



YOUTH INVESTIGATOR NETWORK (YIN)

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YOUTH INVESTIGATOR NETWORK

VOYAGE YOUTH



Provide a structured mechanism for young people to engage in investigation and inquiry into diversity and inclusion matters



Encourage best practice in recruiting, retaining and developing BAME staff



Broker accountability between young people and Senior Management across government, private businesses and the third sector

ABOUT US

We specialise in unlocking the unique insights and value of young people, enabling them to present their lived experiences to encourage progressive socioeconomic change across industries that are underrepresented by people of colour.

Our aim is to tackle the lack of accountability within the workplace which leads to the underrepresentation of BAME people, thus causing systemic socioeconomic disadvantages for ethnic minorities.

OUR 'WHY'

Over the past few years many companies have reached out to Voyage Youth to discuss D&I issues. In response, we are forming a network which provides a structured mechanism for young people to share their pronounced views on D&I policy and integration. The network will also look to assess the degree of change that industries have underwent since promising better D&I practices.

SIX INDUSTRIES

Policing and Judicial System

Heritage and Creative Arts Sectors

Corporate Services

STEM and Healthcare

Sustainability and Conservation

Sport Industry

MISSION & VISION



THIS HANDBOOK GIVES MORE INFORMATION ABOUT VOYAGE'S YOUTH INVESTIGATOR NETWORK (YIN). IT CONTAINS DETAILS ON WHY THE YIN IS NEEDED TODAY AND THE SERVICES WE OFFER TO OUR PARTNERS.

A group of Voyage young leaders will form a Youth Investigator Network (YIN) to lead in specific lines of inquiry and research into the causes and consequences of a lack of diversity in sectors and workplaces. Members of the Youth Investigator Network will aim to hold senior industry stakeholders, SMEs and corporate institutions accountable for their approach to promoting equality diversity and inclusion strategies and their outcomes.

The Youth Investigator Network will become a repository of talented thinkers and lived experienced individuals positioning the network of as a key constituent of Voyage's Youth Progression and Leadership Strategy.

All participants will take part in regular training, personalised development and receive payment for thier time to ensure the young people are able to use their involvement to create outstanding and compelling CVs, Biogs and personalised statements.

The YIN will be guided and supported by Voyage Youth Advisory Board and as such its strategic direction and brokerage will be led by Voyage's Youth Advisory Board (YAB).

The YAB represents the highest level of leadership within Voyage and acts as both an ethics and scrutiny committee. The board is a forum where our most dedicated and bright young leaders will continue to provide additional guidance and thought leadership. The Youth Investigator Network will be facilitated by a range of external partners, academics and advisory partners with unique skills and insights. This will include sector experts, who will assist the network in exploring and speaking on such issues. They will provide training and development support to build up the network's knowledge across our chosen sectors and turn core findings into presentations, insight papers and solution-based reports.

Our group of partners will serve the ultimate aim of transforming the network into a group of thought leaders within different industries.

By bringing a network of young people together to share their perspectives and experience, we endeavour to deliver effective scrutiny and change across a wide array of sectors.

WHAT IS DIVERSITY & INCLUSION?

DIVERSITY & INCLUSION (D&I) WILL BE THE CORE FOCUS OF THE YOUTH INVESTIGATOR NETWORK

Diversity has been used to describe the composition of groups or workforces. Inclusion looks at worker participation and empowerment. For instance, diversity will help describe the different ethnic groups within the workplace and inclusion looks at whether all workers regardless of background feel included in the workplace.

Mor Barak and Cherin (1998) define inclusion as the extent to which individuals can access information and resources, are involved in work groups, and have the ability too influence decision-making processes.

The two main reasons as to why diversity and inclusion has been an important subject in recent years:

1) Business Case – numerous research papers have shown that companies with good gender and ethnic diversity are more profitable.

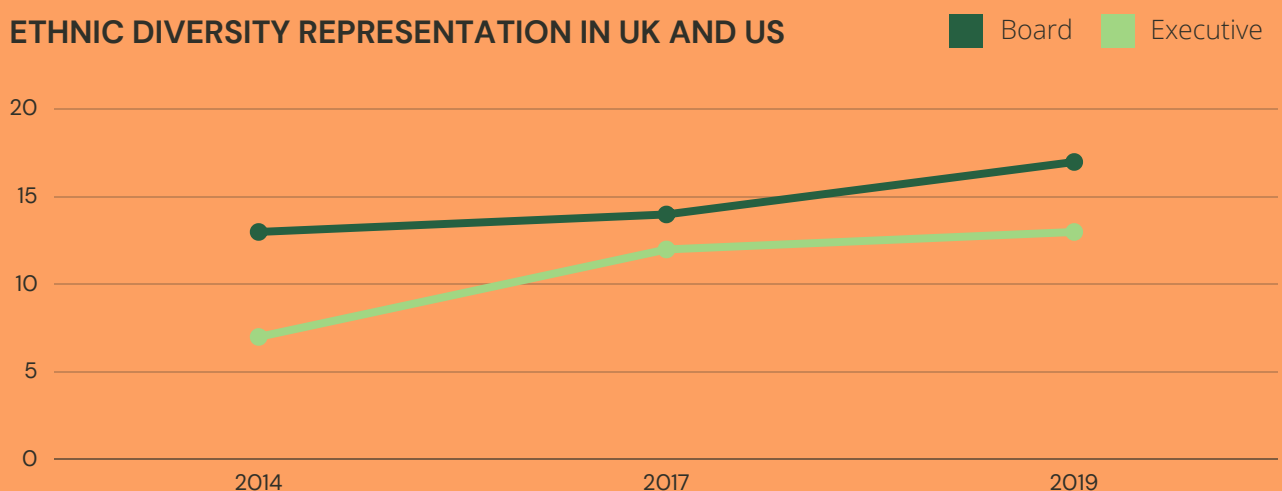
2) Social Case – some organisations see it as their civil responsibility to ensure equal representation across society.

Research conducted from a 'Great Place to Work' shows that when employees trust that they, and their colleagues, will be treated fairly regardless of race, gender, sexual orientation or age, they are:

- 9.8 times more likely to look forward to going to work
- 6.3 times more likely to have pride in their work
- 5.4 times more likely to want to stay a long time at their company

Social movements such as Black Lives Matter and the MeToo Movement have put a spotlight on matters pertaining to diversity and inclusion. Whilst such campaigns are good at putting a spotlight on these issues, there is a lack of follow up. The Youth Investigator Network serves the purpose of making sure that businesses know how to stick to the diversity and inclusion promises that they have made.

ETHNIC DIVERSITY REPRESENTATION IN UK AND US



THINK-TANK & CONSULTANCY

THE YOUTH INVESTIGATOR NETWORK
IS A YOUTH LED THINK-TANK &
CONSULTANCY FACILITATED,
TRAINED AND ENABLED BY VOYAGE



THINK-TANK

A think tank, or policy institute, is a research institute that performs research and advocacy concerning topics such as social policy, political strategy, economics, military, technology, and culture.

A key part of the YIN is to engage in desk research and turn core findings into presentations, insight papers and solution-based reports. The YIN encourages our young people to become thought leaders in diversity and inclusion policy across a range of different industries.

CONSULTANCY

Consultants help clients to achieve their goals or solve a complicated business issue.

The YIN will help client address the diversity and inclusion issues that they face. This could range from a bank's Recruitment Strategy to the police's use of Stop & Search.

We endeavour to help 6 industries enact/promote better diversity and inclusion practices.

1 PROBLEM

5 OUTCOMES

6 INDUSTRIES



1 PROBLEM

The lack of accountability within the workplace leading to underrepresentation of BAME people, thus causing systemic socioeconomic disadvantages for ethnic minorities.

5 OUTCOMES

- Provide solutions to improving inclusion & diversity
- Promote anti-racist practices in recruitment and promotion
- Shape and devise recruitment, retention and promotion strategies for employers
- Offer reverse mentoring to share lived experiences with SMTs
- Create and maintain Youth Advisory Boards

1

POLICING AND JUDICIAL SYSTEM

The disproportionate effect this sector has on BAME people has been well-documented for decades. From the excessive use of stop and search to the unfair sentencing of young black males – we have identified the Policing and Judicial System as a worse case example of bad diversity & inclusion practices

The Youth Investigator Network will lead on a Voyage Police Accountability and Advisory Group. The group will produce recommendations to improve the police's interactions with ethnic minorities.

In addition the group will conduct extensive research into judicial reform from a BAME perspective.

2

HERITAGE AND CREATIVE ART SECTOR

From Edward Colston to Sir Winston Churchill, statues have put a spotlight on the role that history has played in the contemporary world.

The Youth Investigator network will be working closely with the Heritage Sector to influence the removal of statues and consult retain and explain policies

The Creative Industries Council launched a **Charter** designed to drive greater diversity across the UK's creative industries. The no. of jobs in the creative industries has increased by 30.6% from 2011 – but the workforce is overwhelmingly white and middle-class.

Therefore the YIN will be holding companies account to the CIC Charter.

3

CORPORATE SERVICES

The number of FTSE 100 companies with at least one ethnic minority board member increased to 81 in March, up from 52 in January 2020.

Whilst this is a good improvement we know that there are still improvements to be seen in the recruitment, retention and promotion of junior BAME staff.

The YIN will be working with different companies across professional services mainly through devising recruitment, retention and promotion strategies for employers and offering reverse mentoring to share lived experiences with SMTs.

4

STEM & HEALTHCARE

Science, technology, engineering and mathematics (STEM) fields have shaped the world. It is important that a diverse group of people are at the forefront of cutting edge technology and innovation.

A lack of D&I in healthcare has led to profound differences in the treatment and recovery of BAME individuals. It is pivotal that the NHS and private outlets prioritise D&I, as this can literally save lives.

5

SUSTAINABILITY & CONSERVATION

The YIN will aim to address the lack of representation in the environment sector, which is only 3.5% non-white in the UK as well as our responsibility to change the current state of nature and the disproportionate impact environmental degradation and climate change has on black lives.

We wish to combine these efforts with our wider team of partners who are part of Voyage's Race for Nature project including Action for Conservation, RSPB and SOSUK as well as Greenpeace, Friends of the Earth, London Wildlife Trust, Client Earth and many more.

6

SPORTS INDUSTRY

Although the 2021 EUROs put a spotlight on D&I issues within football – the sports industry has a long history of not enacting better D&I practices. Across Sports Governing Boards in the UK we see that presentation of black and ethnic minorities is still lacking a cause for concern.

We endeavour to work with organisations across the sports industry to ensure that their treatment of staff, but also their CSR policies factor in D&I. For instance, a lot of football stadiums are in boroughs with high amounts of diversity – it's time that sport organisations do more to serve their communities.

OUR SERVICES

Below is a summary of services we offer to our clients and partners.

Feel free to contact us should you require something a little more bespoke.

REVERSE-MENTORING

We will peer and shadow Senior Management, Executive Committee or Board level personnel with our trained young people. They will act as the primary learner to a young person who, from a diversity and inclusion perspective, is different from them.

Leaders can demonstrate their commitment to equality by

- taking time to get to know those they are under-serving
- listening to their experiences growing up
- learn about how the young people view their specific sector
- understand how young people of colour see the city of London

DIVERSITY AND INCLUSION POLICY REVIEW

Whether you already have a company wide D&I strategy or you are deciding to implement one - we will help you produce one that is fit for purpose, review existing policies and help recreate one that reflects current trends and thinking. For D&I policies to be useful and effective it is important that ethnic minorities and young people are involved in shaping its development, production and configuration.

DIVERSE RECRUITMENT, RETENTION AND PROGRESSION

Whilst there has been interest in 'Recruitment', employers tend to forget about the retention and progression of black and ethnic minority staff. We advise on the best schemes and approaches to not just ensure a diverse recruitment pool but to also enable entry level candidates to thrive and feel relevant in their job.

OUR SERVICES

MYSTERY SHOPPER & CUSTOMER REVIEW

If you think your service or company is doing what you think it says it is doing why not put it to test? our young people have been trained to review administration etiquette , HR policies and recruitment strategies and review these to test for inconsistencies. We also have experience of carrying out cold calls to specific departments to determine how words and policy is supported by actions.

PROGRAMME/ACTIVITY REVIEW

If you already have an early career or young people centred programme, we will review the entire scheme to assess whether it is fit for purpose and relevant. A report which includes a list of recommendations and proposals will be presented by our young people and presented to senior management.

EXTERNAL COMMUNICATIONS REVIEW

In most cases the real issue is that companies lack the understanding of how to communicate opportunities or present their business as progressive and aware of the importance of diversity. As such we will review relevant communication outlets such as webpages and sign-up forms to ensure that companies external communications is fit for purpose.

YOUTH LEADERSHIP STRATEGY

Youth Leadership is at the core of the Youth Investigator Network. As such we specialise in the formation and maintenance of Youth Advisory Boards, Panels and advisory Groups. We encourage organisations (were relevant and appropriate) to include the voice of its users especially if they are employers and wish to ensure an inclusive workforce. We specialise in integrating the voice of youth and users into governance or decision making structures.

MEET THE TEAM

THE VOYAGE LEADERSHIP OF THE
YOUTH INVESTIGATOR NETWORK



PAUL ANDERSON
CEO Voyage Youth



LAMIN TARAWALLY
Youth Advisory Board – Advisor

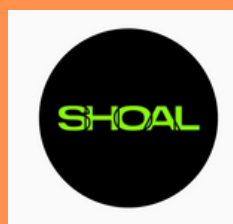


SOPHIE EZIULOH
Chair of Youth Advisory Board



NAOMI RICHARDSON
Youth Leadership Co-ordinator

Our Partners



CONTACT US

c/o New City College, Shoreditch Campus, Falkirk St, London N1 6HQ
0207 613 8343| <https://voyageyouth.com/>
admin@voyageyouth.com