

ONE INDUSTRY. ALL PEOPLE.

Officially Launched!

It's one month on from our official launch and we thought it was time to update you on what has been happening and what we have planned for the future...

However, before we do that, we would like to extend a HUGE THANK YOU to all those who have supported us - both in establishing the Foundation and at our launch events at the House of Lords in September and at Roast in Borough Market in October.

Particularly warm thanks must go to Iqbal Wahhab and the team at Roast who hosted our delicious launch breakfast event and Kate Burt and her team at the Prince's Trust who not only hosted the lunch at the House of Lords with Lord Hunt, but have also offered invaluable ongoing guidance and support as we have developed our plans.

If you haven't done so yet, take a look at our [website](#) where you can find out more about the aims of the Foundation as well as view photos from the launch events.

What is One and All?

There are some truly startling facts and figures out there. For example, did you know:

- *By 2011 only 20% of the workforce will be white, male, able bodied and under 45*
- *In London, the hotel and restaurant sector consists of 40.8% female and 44.1% BAME (black, Asian and minority ethnic) employees*
- *Nearly one in five people of working age in Great Britain are disabled*

Yet in an industry long regarded as a true meritocracy, an industry lauded for its ability to enable 'burger flippers' to become CEO's, we have a remarkable lack of diverse talent in our middle and senior management levels.

Why?

Well that's what the One and All Foundation wants to find out, and we want to help the hospitality industry understand the multitude of talent already working in our businesses. We need to engage, nurture and develop talent for the future that will be truly representative of the workforce that they lead.

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How can you get involved?

1. Register your support on our [website](#)
2. Get involved in mentoring and [nominate](#) candidates for mentoring
3. [Sign up](#) for one of our discussion groups or send along members of your team
4. [Support us](#) financially by becoming a sponsor of one of our initiatives – Research, Discussion Forums or our Mentoring Programme

News to date...

Links with the US

At the International FCSI conference in Beijing, Chris Sheppardson met Gerry Fernandez from MFHA (Multicultural Foodservice & Hospitality Alliance) an organisation in the US that have been working on issues surrounding diversity in the workforce for the past 12 years.

Whilst we understand that political and social challenges, and indeed solutions, in the US can be vary quite substantially from those on the UK we will be looking to keep in close contact with Gerry to learn more form their journey so far and share learning from both sides of the Atlantic.

Research

We are in discussions with a number of organisations regarding research projects to be undertaken in 2009. Understanding the current make up of our sector and ways in which other industries and countries have tackled some of these issues will be vital.

We are also in the process of collecting and collating information to provide Case Studies and ideas of good practice to share with industry. If you have a good news story to tell – then tell it ! by [emailing us](#) and we will arrange to come and see you to find out more.

January 2009...

Will see the launch of our first 2 projects:

- Reverse mentoring programme
- Monthly discussion forums

Calling for Mentors and Mentees!

The One and All Foundation will be running a mentoring programme from January until July in 2009.

The aim of the programme is to involve individuals from middle management in coaching and mentoring talented people from diverse backgrounds who have just started out on their management career in our industry.

It's called **Reverse** Mentoring because just like any other mentoring programme, we want the mentees to learn more about themselves and ways to approach their career in the industry. However, at the same time, we will encourage the mentors to learn just as much from their mentees about the challenges or barriers that they face in the industry and their outlook on the future.

Mentors will attend a training session in January to learn more about the art of mentoring and about the 'reverse' aspect of this programme, then the pairs will meet once a month until July.

Get involved – we are looking for 25 pairs to take part, so to nominate mentors and mentees, or find out more please [email](#) us.

Join our discussion forums

What does this all mean? And how does it affect me or my business?

These forums aim to engage with people throughout all levels of our industry and bring them together with their peers to debate and discuss aims of One and All, ways in which individuals can have an impact and to gain feedback from various levels of industry.

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