

Breakthrough Network

ORC global equality, diversity and inclusion



ORC Networks

For more than 40 years, ORC Networks has brought together groups of human resources executives and specialists in unique, limited-membership, ongoing networks to exchange human resources and organisational information, and to interact with their peers in other companies in a confidential and professional setting.

ORC Networks sponsors more than 30 such groups in virtually all HR functional areas, including senior management, employee relations, equal employment opportunity, diversity, domestic and global compensation, training, personnel development, HR information technology, occupational health and safety, and expatriate compensation and administration.

Unique workforce ...

Unique environment ...

A unique forum for public sector diversity leaders

Managing equality and diversity in the UK's public sector comes with its own special challenges. The Breakthrough Network, established in 1998, addresses the broad equality and diversity agenda in employment while providing a unique opportunity for addressing those challenges in a confidential forum in collaboration with similarly situated peers.

2011 Meeting dates

3 March | 8 June | 6 October

The Breakthrough Network brings you:

- **A confidential environment** in which to discuss sensitive subjects freely and frankly
- **The latest information** on government, academic, industry activity, research and developments in the field
- **Opportunities to benchmark** with comparable organisations
- **Best practices** from some of the world's premier public (and private sector) employers
- **Access to experts and thought leaders** and to ORC's experience and knowledge built up over a half-century's work with the world's leading private and public sector employers
- **Contact with leading policymakers** to provide input on policy development
- **Early notice and informed analysis** of regulations and proposed legislation
- **Development** of your equality and diversity knowledge and professional capabilities

Member Companies

Audit Commission

BBC

British Council

Crown Prosecution Service

The Department for Business
Innovation and Skills

Department for Culture Media
and Sport

Department for International
Development

Department of Health

Foreign & Commonwealth Office

General Medical Council

Greater Manchester Police Force

Leicestershire Constabulary

London Borough of Brent

London Borough of Islington

Metropolitan Police Authority

Metropolitan Police Service

National Policing Improvement
Agency

Olympic Delivery Authority

Royal College of Nursing

Transport for London

West Berkshire Council

Unparalleled networking opportunities

- Three confidential meetings a year, organised and facilitated by ORC equality and diversity experts
- Additional special-issue meetings, webcasts and teleconferences on new initiatives and developments
- Agendas based on relevant, useful topics selected by network members
- Opportunities for one-on-one dialogue with co-members
- Discussion and blogging on members' internet portal

Value-adding services

- Timely, relevant benchmarking providing up-to-the-minute intelligence on practices in peer organisations
- *Heads Up* e-mail digest, bringing you breaking equality and diversity news four days every week
- *Current Developments in Equality and Diversity*, published three times a year exclusively for network members, summarising emerging best practices, the latest legal developments and research in the UK and EU
- Updates on UK legislation, government consultation papers, the Equality Commissions and other relevant organisations
- Reports of studies from important academic and research organisations
- Free or deeply discounted access to ORC's diversity and inclusion best practice guides, research studies, white papers and articles

How membership works

When your company joins the Breakthrough Network you get a full year (April to March) of services for a very competitive annual fee £1,300 + VAT. Membership entitles you to have two key representatives to the network – the lead representative should be the most senior person with responsibility for the management of equal opportunity and diversity and inclusion programmes and initiatives.

For more information about membership in the Breakthrough Network, contact Marie Macey at marie.macey@mercer.com or visit us at www.orcnetworks.com.