Fulcrum Point

Workshop outline · BE13 · Workforce and Workplace

Non-Discrimination.

Can every person in your organization reach opportunities purely on their ability? A live session on Future-Fit Break-Even Goal BE13: what the standard requires, where your organization stands, and what to do next.

For

HR directors, people and culture leads, compensation and benefits teams, and health and safety managers. Also line managers, operations directors, and legal and compliance teams. No prior knowledge of the Benchmark is needed.

Format

Two hours forty-five minutes. Live virtual.

What it is for.

Discrimination can persist unnoticed in established practice. The goal asks a company to investigate and monitor recruitment, pay structures, performance assessment and promotion, so that none occurs, however unintentional.

The standard is Future-Fit Break-Even Goal BE13, "Employees are not subject to discrimination". In the words of the Benchmark: "A Future-Fit Business proactively investigates and monitors key practices – such as recruitment, pay structures, hiring, performance assessment and promotions – to ensure that no discrimination occurs, however unintentional it may be." The session shows what that requires, how progress is measured on the scale from 0 to 100 percent, and what your team has to do to find out where the organization stands.

It is not a complete benchmarking exercise. A real progress score needs data from every site, and more time than one session allows. Participants leave knowing exactly how to do it.

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What you leave with.

- A precise understanding of what BE13 requires, and why the standard is higher than most organizations meet today
- The ability to tell which approaches count under the Benchmark and which do not
- A worked example of the progress score calculation
- A Fitness Snapshot: a directional estimate of where your organization stands on the scale from 0 to 100 percent
- A Game Plan: the questions to ask, the data to gather and the conversations to have, so that real benchmarking can follow
- A Personal Action Plan: three named, time-bound actions
- After the session: a 30-day follow-up pack of four weekly activities
- After the session: the Future-Fit Action Guide for BE13 and a reading

list

Why it matters.

- Monitoring finds what good intent does not
- The session shows the difference between legal compliance and the Future-Fit standard
- For many organizations the honest gap between practice and goal is the most valuable result of the session

Format.

Length	Two hours forty-five minutes
Mode	Live virtual
For	HR directors, people and culture leads, compensation and benefits teams, and health and safety managers. Also line managers, operations directors, and legal and compliance teams. No prior knowledge of the Benchmark is needed.
Method	Short inputs from Lorne on the goal and the standard; A worked example of the progress score; The Fitness Snapshot, done on your own organization; The Game Plan and the Personal Action Plan, written in the session

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the

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He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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