



The Prince's
Responsible
Business Network



 Race at Work insights

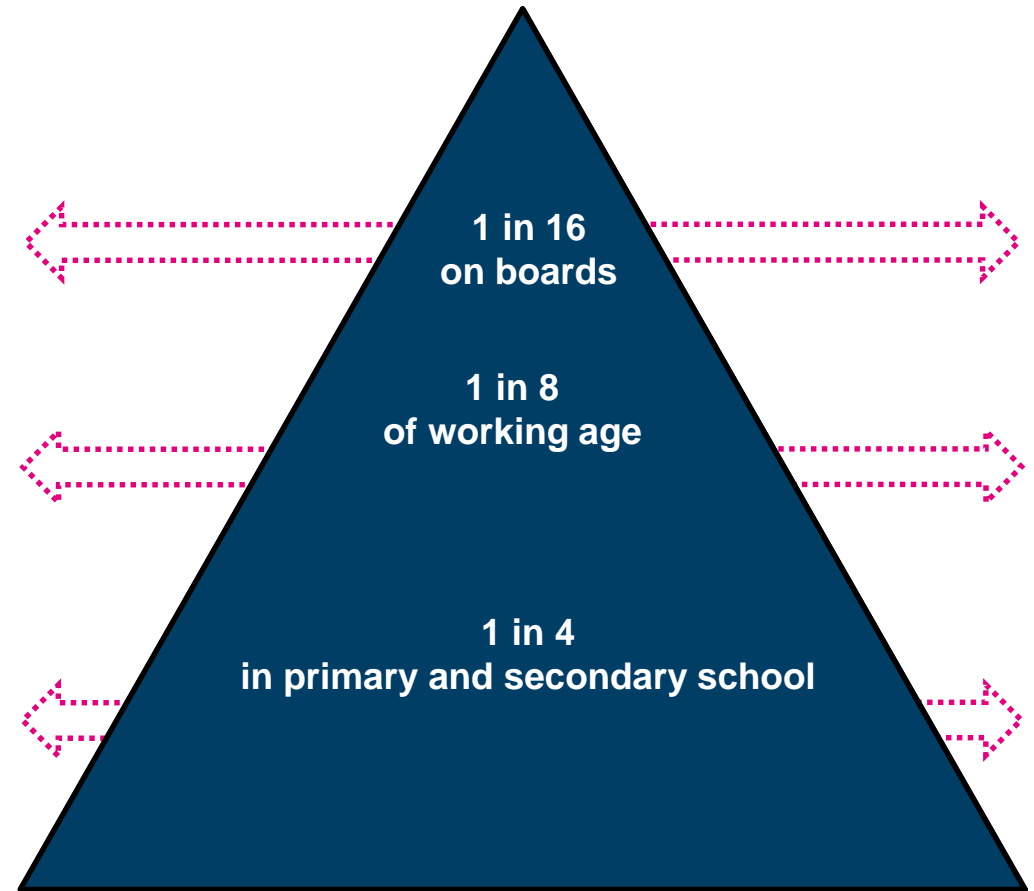
RACE AT WORK 2018

SANDRA KERR CBE 

Making the case for change

- **£24bn** boost to UK economy annually
- **33%** better financial returns
- **£18.63 v £14.33** the difference in starting pay for a white and black graduate

Representation isn't real yet



BAME population in the UK

Where are you from?



(“No, where are you *really* from?”)

Charter principle 1: Leadership

33%



33% Executive Race Sponsors – Top 3 actions



Make the case for change: amplify the case for change with statistics and stories from your own organisation



Take action to introduce targets on key measures for example recruitment, progression, retention and leadership



Engage employees within the wider organisation through employee networks, resource groups, focus groups, committees, local champions and allies

Charter principle 2: Capture data and publish

11%



Charter principle 3: Zero tolerance on bullying and harassment

25%



Charter principle 4: Everyone to promote diversity and inclusion

32%



52%

of BAME employees believe they need to leave their current job to progress (compared to 38% of white employees).

Race At Work Survey 2018

Charter principle 5: Support ethnic minority career progression

70%



Action Employers are taking (2019 preview)

- **Leaders participate in reciprocal mentoring and coaching**
- **45% of employers surveyed have conducted a review into bullying and harassment**
- **Increase diversity in recruitment and progression and selection processes**

Business in the Community: Race at Work charter

1 Advocacy

Appoint an Executive Sponsor for race

Executive Sponsors for Race provide visible leadership on race and ethnicity in their organisation and can drive key actions such as providing training for internal recruitment teams, briefing recruitment agencies, supporting and mentoring sponsorship and setting targets for ethnic minority representation.



2 Assurance

Capture ethnicity data and publicise progress

Capturing ethnicity data is important to establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay.



3 Behaviour

Commit at Board level to zero tolerance of harassment and bullying and promote good behaviours of inclusion

The Race at Work Survey revealed that 25% ethnic minority employees reported that they had witnessed or experienced an often unintentional racial harassment or bullying from managers. Commitment from the top is needed to achieve change.



4 Integration

Make clear that supporting diversity and inclusion in the workplace is the responsibility of all leaders and managers

Actions can include ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff and provision of diversity and inclusion training for all managers.



5 Progression

Take action that supports ethnic minority career progression

Actions can include embedding mentoring, reverse mentoring and sponsorship in their organisations.

