



The Race at Work Charter two years on

THE RACE AT WORK BLACK VOICES REPORT

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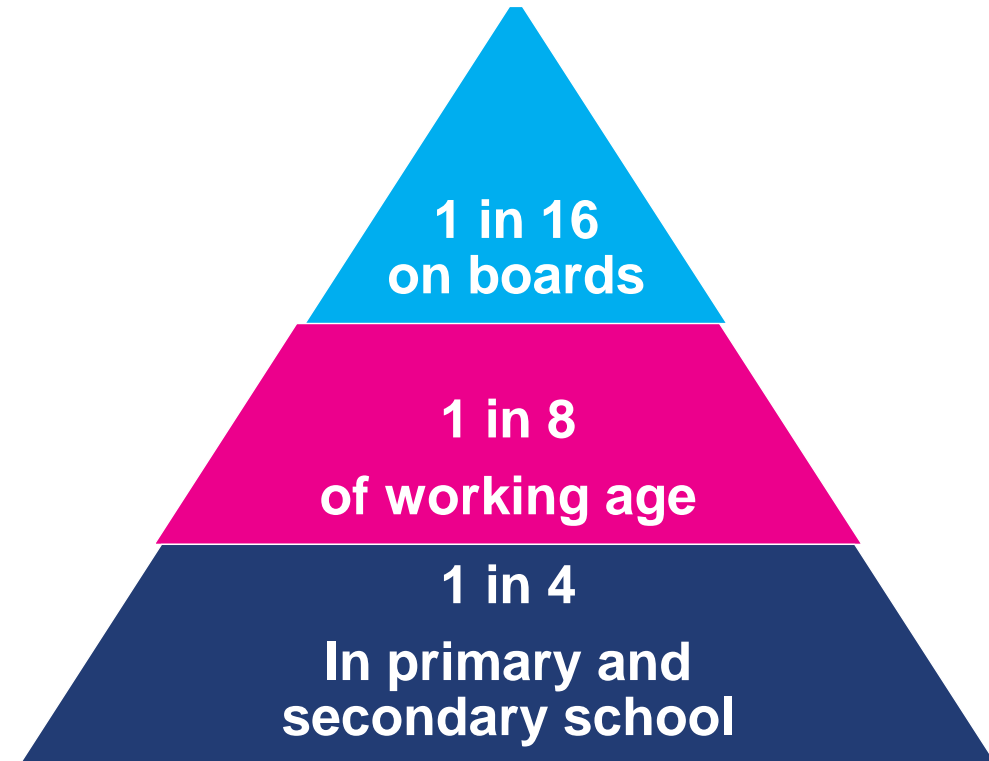
Insights into the experiences of black employees in the workplace – a review of trend data from the Race at Work 2018 survey

Purpose: to spur government and employer action by sharing insights into the experiences and voices of black employees in the workplace from the Race at Work 2018 survey.

Seven calls to action based on insight from report findings.

FOREWORD: KEY MESSAGES AND ACTIONS

- **Terminology** the 'BAME' challenge
- **What** should employers do with the report?
 - Share and decide
 - talk and discuss
 - agree and act
 - review and report
- **Economic recovery** in the UK will speed up if it is **inclusive**. Up to **£24 bn boost annually** to UK economy if racial disparities tackled.



LEADERSHIP: PAY AND REWARDS



Only **36%** of black employees feel that they are being paid the right amount compared to **42%** of employees from all other ethnicity groups said this



56% of black employees believe they are underpaid compared to **51%** of white employees and **49%** of Asian and mixed ethnicity employees.

LEADERSHIP: INCLUSIVE LEADERSHIP BEHAVIORS



Only **66%** of black employees said that they **feel included in their teams** compared to **70%** of white employees.



'I am given credit for my ideas and contribution to the workplace' only **49%** of black employees believe this compared to **57%** of white, Asian, and mixed ethnicity employees.

LEADERSHIP: SPONSORSHIP



Only **31%** of black employees said that they **want a sponsor** compared to **12%** of white employees.

CALL TO ACTION #2

Senior leaders must **actively sponsor** black talent in their workplaces.

ALLYSHIP: BIG CONVERSATIONS



33% of black employees feel that their ethnicity will be a barrier to their next career move; only **1%** of white employees feel the same.

CALL TO ACTION #3

Employers must convene big **conversations** in the workplace for **active listening**, and then make plans on agreed **actions together** with their black employees.

ALLYSHIP: 2021 RACE AT WORK SURVEY



2021 survey to include allyship questions and thematic review with academics of comments on leadership, being overlooked for promotion from 2015, 2018 and 2021.

CALL TO ACTION #4

We need the Government and employers to **sponsor and support the survey and encourage their employees to participate in the Race at Work 2021 survey.**

EMPLOYEES AND COMMUNITIES: SET TARGETS



34% of black employees **have never received a promotion** compared to **24%** of white employees.

Black employees **more likely to wait for three years for a promotion 31%** compared to **23%** of white employees

CALL TO ACTION #5

All employers to **set targets** to increase the representation of black people at senior levels within their organisations.

EMPLOYEES AND COMMUNITIES: SUPPLY CHAINS



Black respondents are twice as likely to have a role model inside or outside the workplace **47%** compared to **21%** of white respondents.

Social Value Act (2012): public authorities/business to procure in a way that improves social, economic and environmental well-being

CALL TO ACTION #6

Demonstrate your own commitment to diverse supply chains as well as asking your suppliers how they are doing the same. Include black enterprise in the supply chain.

#7 EMPLOYEES AND COMMUNITIES: ALL EMPLOYERS TO SIGN THE RACE AT WORK CHARTER



Appoint an Executive Sponsor for race



Capture ethnicity data and publicise progress



Commit at board level to zero tolerance of harassment and bullying



Supporting equality in the workplace is the responsibility of all leaders and managers



Take action that supports ethnic minority career progression

7 CALLS TO ACTION: GOVERNMENT 1 | EMPLOYERS 6

1. **Introduce** Mandatory Ethnicity Pay Gap Reporting
2. **Sponsor** black talent in the workplace
3. **Convene** big conversations for active listening
4. **Sponsor, support** and **participate** in Race at Work 2021 survey
5. **Set and publish** targets
6. **Actively Include** black enterprise and service users in supply chains
7. **Sign** the Race at Work Charter and encourage suppliers to do so

