



The Prince's
Responsible
Business Network



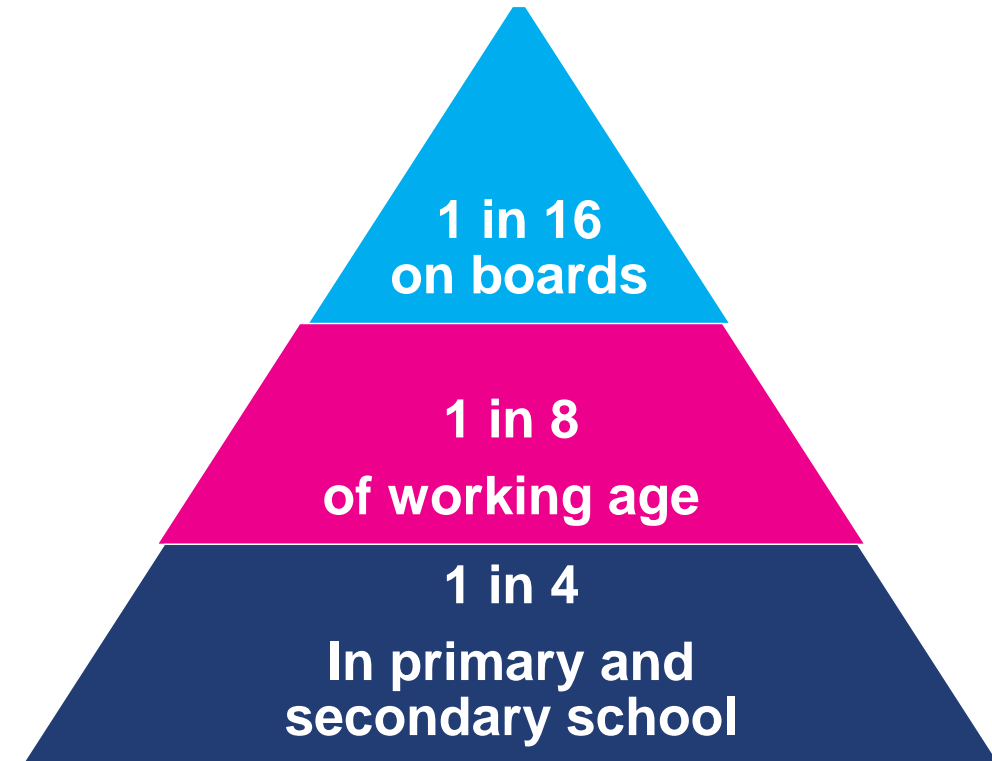
Sandra Kerr CBE

RACE AT WORK CHARTER – 2020 TWO YEARS ON

Leadership, Transparency, Advocacy & Accountability

MAKING THE CASE FOR ACTIONS

- ✓ **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
- ✓ **36%** better financial returns
- ✓ **£18.63 v £14.33** the difference in starting pay for a white and black graduate.



RACE AT WORK CHARTER

571 SIGNATORIES (MORE IN THE PIPELINE)



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



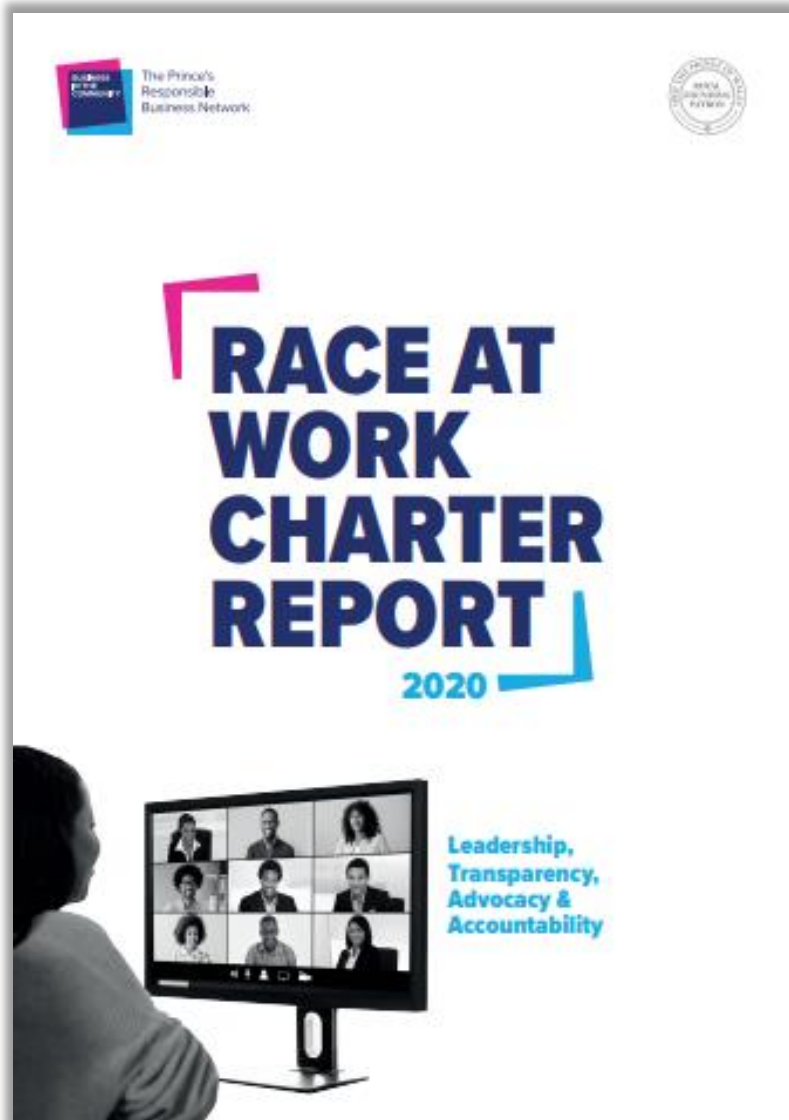
Take action that supports ethnic minority career progression

THE RACE AT WORK BLACK VOICES REPORT



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

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 enterprises in supply chains
7. **Sign** the Race at Work Charter and encourage suppliers to do so



2020 report: Leadership, transparency advocacy and accountability

114 employers

71 private sector, 37 public sector, 6 third sector

1.4 million employees in the UK

97 case studies and 96 quotes

6 Examples of action employers are taking

.

Progress against the five Charter principles

1. Appoint an Executive Sponsor for Race

94%

of employers have a senior Race Executive Sponsor.

46%

of employers have targets to increase racial diversity of boards and executive teams.



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2. Capture ethnicity data and publicise progress

60%

of employers **monitor** data on pay and ethnicity.

30%

of employers **publish** their ethnicity pay gap.



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3. Board level zero tolerance of harassment and bullying

99%

of employers encourage employees to call out bullying and harassment.

38%

of employers have commissioned a review into bullying and harassment in the workplace.



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4. All leaders and managers supporting equality

46%

of employers ensure that performance objectives of their **board** and senior team include action on race.

20%

of **managers** have a diversity performance objective to facilitate the development and progression of ethnic minority talent in their teams.



5. Support ethnic minority career progression

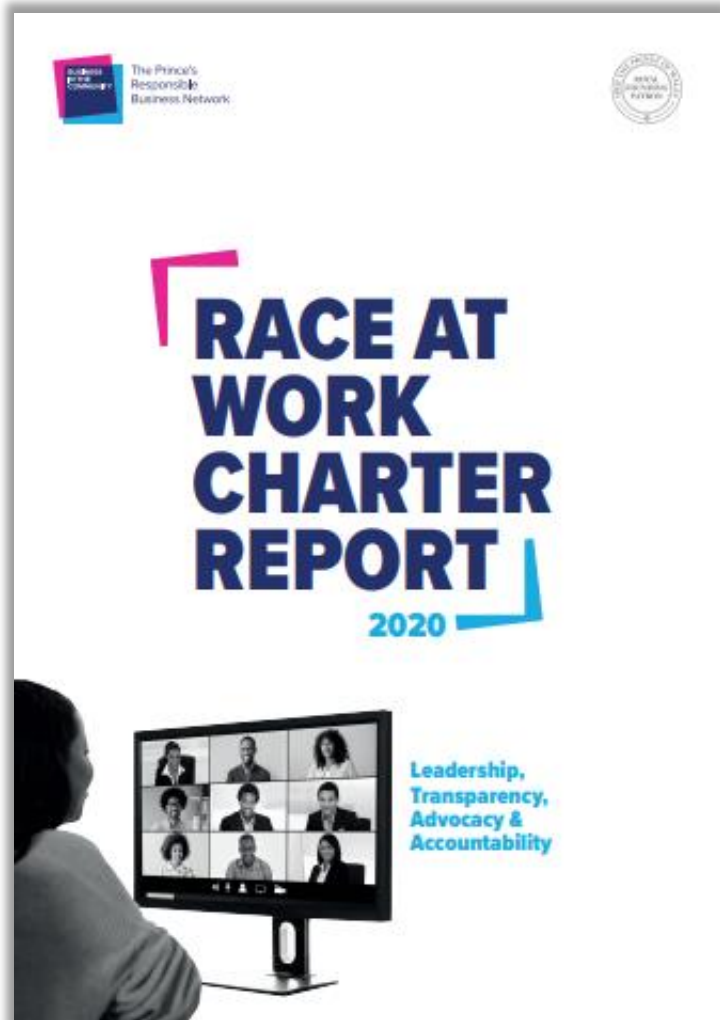
72%

of board members and executives are engaged in reverse/two-way mentoring.

46%

of board members or senior teams sponsor talented ethnic minority employees.





Calls to action:

Leadership and advocacy

- Leaders mentoring and sponsoring
- Targets and pay transparency

Allyship Inclusion belonging and voice

- Build a movement of allies
- Speak up culture and safe spaces

Employee progression and recruitment

- Black representation on selection panels
- Ensure fair allocation of good work
- Accurate attribution of credit for good work and ideas

A call for signatories

- Large recruiters, education, tech, construction sector

Race at Work 2021 with YouGov coming soon – take part.