



20 January 2022

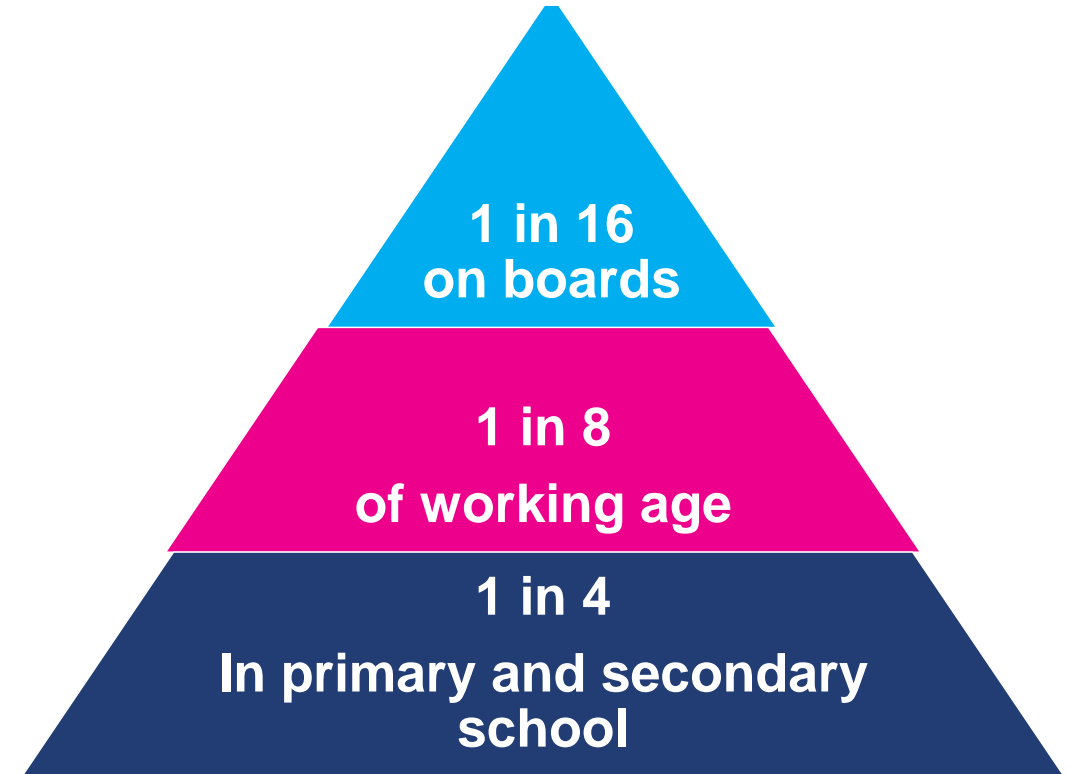
# RACE AT WORK TRENDS AND ACTION

Sandra Kerr CBE, Race Equality Director



# THE CASE FOR ACTION

- **Economic recovery** in the UK will speed up if it is **inclusive**. Up to **£24bn boost annually** to UK economy if racial disparities tackled.
- **36%** better financial returns
- **Ethnicity pay gap** by ethnicity group



# RACE AT WORK TIMELINE

2015

2018

2021

## ACTION & IMPACT

- Equality, Diversity and Racism in the Workplace Manchester University CoDE, Centre on Dynamics of Ethnicity Thematic Review (2016)
- Short films and graphic novels using insight from bullying and harassment comments
- Recommendation for Government review into race and ethnicity: McGregor-Smith Race in the workplace Review (2017)

**TOTAL: 24,457**  
**COMMENTS: 11,976**

## ACTION & IMPACT

- Government launched Consultation on Mandatory Ethnicity Pay Gap Reporting (2018)
- Race at Work Charter established (2018)
- Unemployment Mentoring Circles become DWP and JCP policy approach to engage young people with employers (2018)

**TOTAL: 24,310**  
**COMMENTS: 17,567**

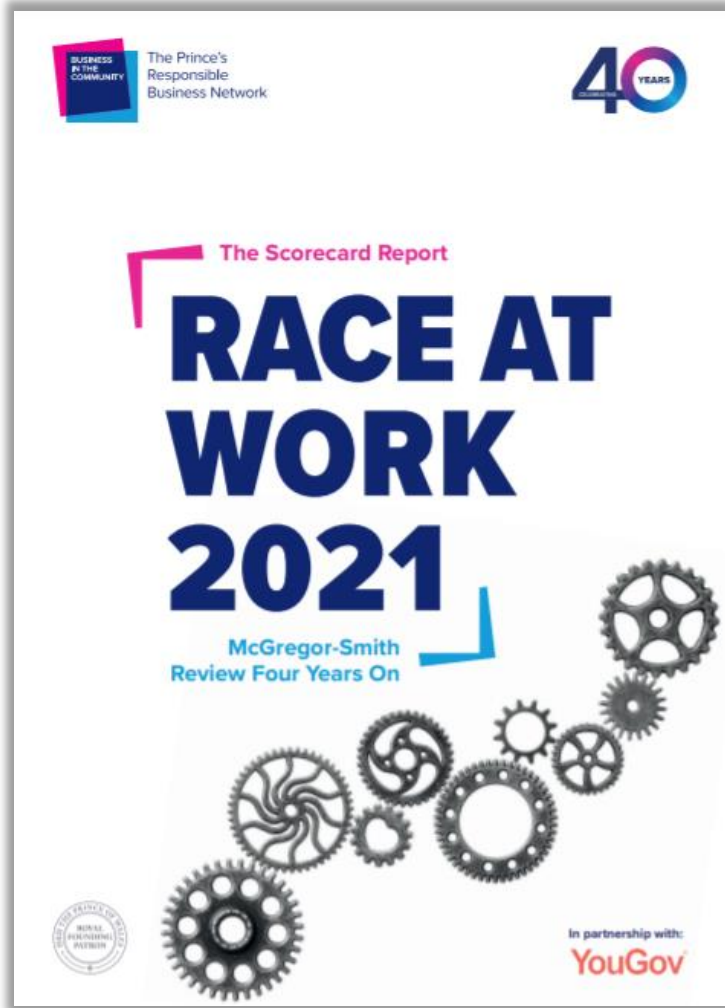
## CALLS TO ACTION

- Leaders as mentors and sponsors, accountability and transparency through targets and objectives
- Expand Charter commitment three and add new Charter principles: allyship and supply chains
- Encourage inclusive Environment, Social, Governance (ESG) reporting

**TOTAL: 24,638**  
**COMMENTS: 24,950**



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- **24,638** responses from across the UK
- **24,950** free text comments
- Longitudinal trends and analysis for **2015, 2018** and **2021**
- Scorecard of progression/regression
- **7** calls to action
- Expanded Charter based on evidence

# RACE AT WORK CHARTER

**824 SIGNATORIES | 6 MILLION+ EMPLOYEES**



**Appoint an Executive Sponsor for race**



**Capture ethnicity data and publicise progress**



**Commit at board level to zero tolerance of racial harassment and bullying**



**Make equity, diversity and inclusion the responsibility of all leaders and managers**



**Take action that supports ethnic minority career progression**

**31%**



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# RACE AT WORK CHARTER COMMITMENT 1

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**Appoint an  
Executive  
Sponsor for  
race**

**33%** of  
employers  
appointed an  
executive sponsor  
for race in **2018**.

**44%** of  
employers appointed  
an executive sponsor  
for race in **2021**.

# RACE AT WORK CHARTER COMMITMENT 2

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**Capture ethnicity data and publicise progress**

**11%** of employers were capturing ethnicity pay data in **2018**.

**19%** of employers were capturing ethnicity pay data in **2021**.

**20%** of Race at Work Charter signatories have published their ethnicity pay gaps.

# STRENGTHENED CHARTER COMMITMENT 3

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**Commit at board level to zero tolerance of racial harassment and bullying**

**25%** of ethnically diverse employees reported that they had witnessed or experienced racial harassment or bullying from managers in 2021.

**31%** of ethnically diverse employees said that they had witnessed or experienced racial harassment or bullying from customers, clients, service users and contractors. Black respondents reported the highest incidents at **39%**.



# RACE AT WORK CHARTER COMMITMENT 4

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**Make equity,  
diversity and inclusion  
the responsibility  
of all leaders  
and managers**

**36%** of Black, Asian, Mixed Race and other ethnically diverse managers had objectives to promote diversity in 2018.

**21%** of employers who completed the Race at Work Charter survey in 2020 said that they had implemented performance objectives linked to pay for managers

# RACE AT WORK CHARTER COMMITMENT 5

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**Take action that supports ethnic minority career progression**

**69%** of ethnically diverse employees said career progression is important to them in 2021.

**41%** of ethnically diverse employees wanted an opportunity to fast track their careers compared to **18%** of White employees.

# EXPANDED CHARTER COMMITMENT 6

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**Support Race  
Inclusion Allies  
in the workplace**

**39%** of White employees said that *“my employer supports people like me who want to promote race equality.”*

**26%** of White employees said *‘I would like my organisation to support me to promote race and ethnic diversity and inclusion’.*

# EXPANDED CHARTER COMMITMENT 7

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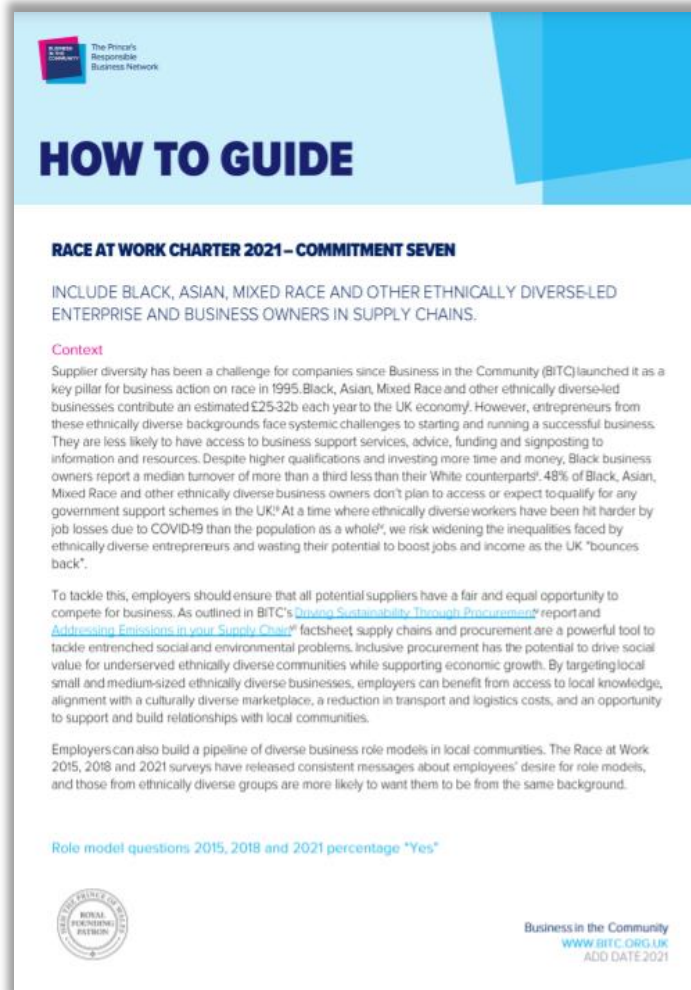


**Include ethnically diverse led enterprise and business owners in supply chains**

**33%** of Black, Asian, Mixed Race and other ethnically diverse employees said they would like role models from the same background.

**54%** of Black African respondents would like a mentor compared to **44%** of Indian, **39%** of Pakistani and **37%** of Bangladeshi respondents.

# SUPPLY CHAINS BRIEF



## Three examples of tangible actions to support commitment 7

1. **Appoint a supplier diversity manager** responsible for implementing strategy and actions.
2. Sharing ongoing **tendering opportunities** through networks
3. **Monitor supplier contracts** for timely payment and fairness in remuneration and value.
4. Ask **suppliers how diverse their workforce** is, and what actions they are taking to improve this.

## CALL TO ACTION FOR EMPLOYERS

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**1** Chief Executives to sign up to or refresh their commitment to the expanded Race at Work Charter.

**2** Senior leaders to act as mentors and sponsors.

**3** Increase transparency and accountability through ethnicity pay gap reporting and targets.

**4** Set performance objectives for managers linked to pay and reward.

**5** Embed actions on race inclusion within Environment, Social and Governance (ESG) reporting.

## CALL TO ACTION FOR RECRUITMENT INDUSTRY

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Recruitment agencies should take action, including increasing the diversity of their own teams and ensuring bias awareness training to reverse negative trends in perception of fair treatment from Black clients.

## CALL TO ACTION FOR GOVERNMENT

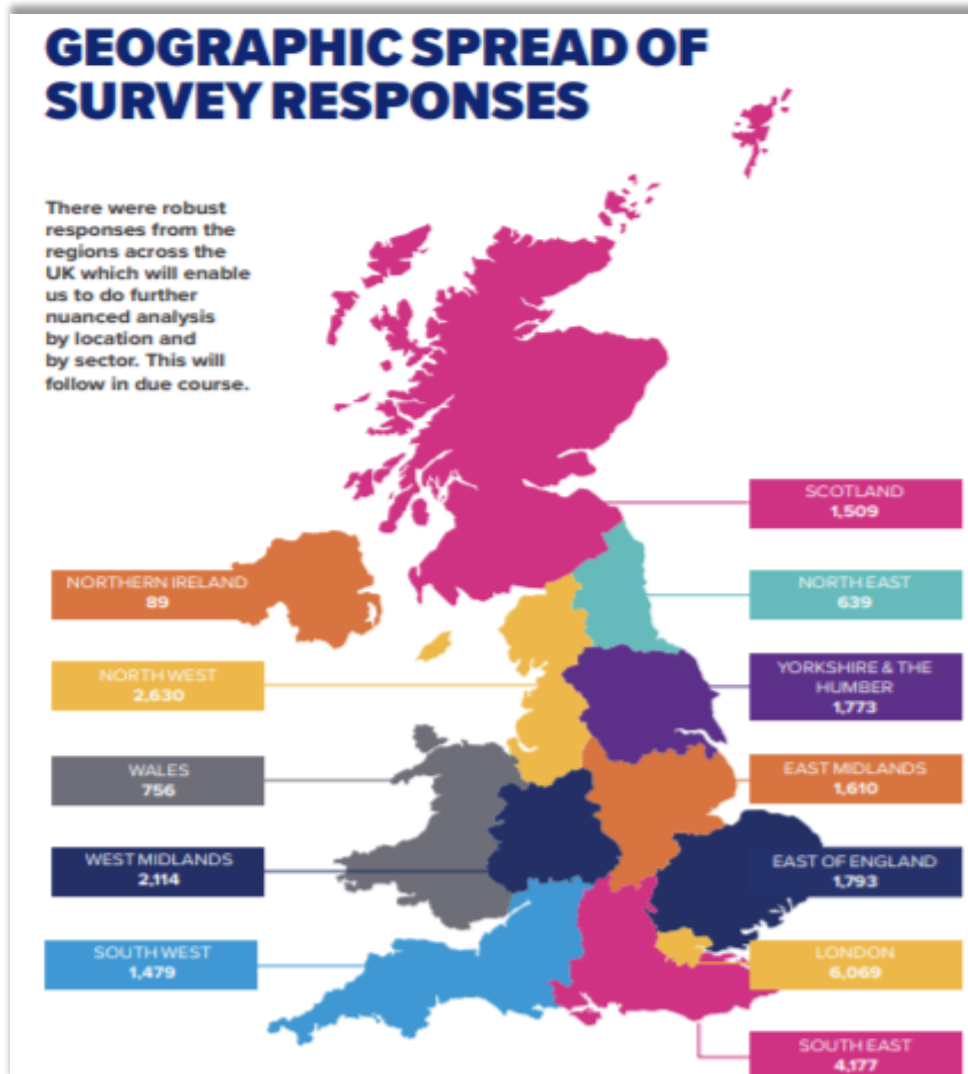
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The government should include protection from racial bullying and harassment in the Employment Bill.



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# PLANS FOR 2022



Thematic Review with University of Birmingham

Regional Insight Papers to be published in March 2022

New Census data anticipated (April 2022)?

Sector insights being explored

# **ADVISORY SERVICES – DIVERSITY & INCLUSION**

**For further information contact**  
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