



The **RACE**
Equality Code
2020

BLACK SWAN



WILD GOOSE CHASE



ELEPHANT IN THE ROOM



GRAY RHINO



KNOWLEDGE

DON'T KNOW

UNKNOWN

KNOW

DENY

e

BUSY

c

IGNORE

r

NEGLECT

a

IDLE

PASSIVE

ACTIVE

ACTIVITY

INTRODUCTION

BACKGROUND

DRIVERS

PRINCIPLES

OUTCOME



We all know the
STATS
now!

**EMPLOYMENT
EDUCATION
BUSINESS
CRIMINAL JUSTICE
HEALTH
LIVING STANDARDS**

INTRODUCTION

Most Diverse companies are now more likely than ever to outperform non-diverse companies on profitability.

McKinsey & Company

Full representation on race across the labour market is worth an estimated £24 billion per year.

The McGregor-Smith Review

Nasdaq is proposing a rule which would require companies to have at least two diverse directors, including one woman and one member of an “underrepresented” minority group, including Black people, Latinos or members of the LGBTQ+ community.

Risk and Credit Profile linked to ethnic diversity – i.e. promoting more black employees makes you credit positive.

Moody's

INTRODUCTION



BIRMINGHAM 2022

commonwealth
games



INTRODUCTION

CEOS OF FTSE100 COMPANIES

Total No. of People : 98 Male : 93 Female : 5 White : 96 BAME : 2

The financial wellbeing of the UK is often predicated on how well the Ftse 100 is performing. Each company is typically worth hundreds of millions of pounds, and often employ many thousands of employees.



INTRODUCTION

CABINET MEMBERS

Total No. of People : 26 Male : 19 Female : 7 White : 22 BAME : 4

The Cabinet is the collective decision-making body of the Government of the United Kingdom, composed of the Prime Minister and her most senior Government Ministers.



INTRODUCTION

CEOS OF TOP 50 NHS TRUSTS

Total No. of People : 50 Male : 30 Female : 20 White : 50 BAME : 0

NHS Trust CEO's are responsible for the financial and managerial performance of their Trust and they have also been made responsible for the quality of clinical care.

NOTE: There are 51 CEO's because of a job share at Newcastle-upon-tyne.



CEOS OF TOP ACCOUNTING COMPANIES

Total No. of People : 21 Male : 18 Female : 3 White : 19 BAME : 2

Public accounting firms typically employ Certified Public Accountants (CPAs) that work in the areas of audit, tax and management consulting across a plethora of areas and industries including: pharmaceutical, real estate, telecommunications, aerospace, defence, banking, entertainment, Government and public sector, insurance, power and utilities.



INTRODUCTION

CEOS / MANAGING PARTNERS OF LAW FIRMS

Total No. of People : 22 Male : 22 Female : 0 White : 21 BAME : 1

Many top law firms will have a global outlook and be strong across key industry sectors, such as financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.



DIRECTLY ELECTED MAYORS

Total No. of People : 24 Male : 21 Female : 3 White : 21 BAME : 3

Directly elected mayors are local government executive leaders who have been directly elected by the people who live in a local authority area.



RACE

Reports

REVIEWS

The McGregor-Smith Review
The Parker Review
Business In The Community Race At Work Charter
NHS Workforce Race Equality Standard
Diversity In The Boardroom
Rare - The Race Fairness Commitment
Sporting Equals Race Equality Charter
Black Football Players Coalition Charter
The Middle Research Report - BBA Awards
U.K Music - 10 Point Plan
Commonwealth Games 2022 - 10 Point Plan
The Diversity & Inclusion Charter
Black FE Leadership Group
National Black Governors Network
CBI - Change The Race Ratio
The FA Football Leadership Diversity Code

BACKGROUND

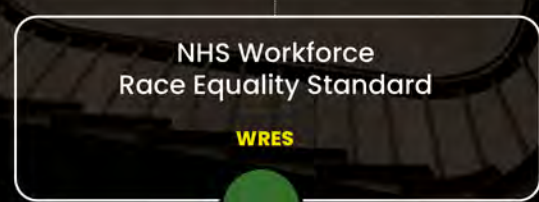
Why is this **DIFFERENT?**

RACE PRINCIPLES

APPLY AND EXPLAIN

MUST | **SHOULD** | **COULD**

BACKGROUND



BACKGROUND

*Includes latest updates

- Black FE Leadership Group ✓
- U.K Music - 10 Point Plan ✓
- Commonwealth Games 2022 - 10 Point Plan ✓
- Diversity In The Boardroom ✓
- The Race Fairness Commitment ✓
- The Diversity & Inclusion Charter ✓
- Race Equality Matters ✓
- CBI - Change The Race Ratio ✓
- The FA Football Leadership Diversity Code ✓



CODE *Consultation Forum*

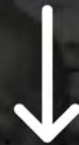
FORMAT OF
THE CODE



**ICOSA: THE
CHARTERED
GOVERNANCE
INSTITUTE**

WM BRANCH TECHNICAL COMMITTEE

FEEDBACK &
RESPONSE TO
ENQUIRY LINES



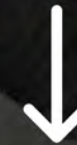
FOCUS GROUP

**EARLY ADOPTERS
OF THE CODE**

**THE RACE
CONSULTANTS
FORUM**

**STRATEGIC
ADVISORS**

SET ENQUIRY
LINES & ENDORSE
FINAL CODE



**CODE STEERING
GROUP**

BACKGROUND

CODE *Steering Group*

Yvonne Coghill CBE

Head of Workforce Race Equality Standard

Gary Elden OBE

Chair Amoria Bond, Former CEO SThree – Recruitment

Dr Karl George MBE

Managing Director The Governance Forum

Simon Osborne FCG

Former Chief Executive with ICSA: The Chartered Governance Institute

Dr Yvonne Thompson CBE

Parker Review, President European Federation of Women Business Owners

Raj Tulsiani

CEO Greenpark, Race Equality Matters

Charlotte Valeur

Chair IOD, Chair Board Apprentice

Prof Alexander Van de Putte FCG CDir FIoD

Chairman of Corporate Governance & Stewardship at the Astana International Financial Centre

Caroline Waters OBE

Deputy Chair Equality and Human Rights Commission

Bishop Derek Webley MBE

Co-Chair Windrush Enquiry, Deputy Lieutenant of West Midlands

Drivers for

CHANGE

**DIVERSITY
RESPONSIBILITY
INTEGRITY
VALUES
EQUITY
REALITY
SOCIETY**

DRIVERS

DIVERSITY

DRIVERS



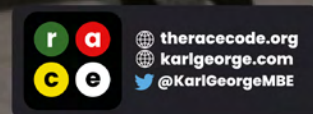


RESPONSIBILITY



INTEGRITY

DRIVERS



VALUES

Tolerance



EQUITY

DRIVERS

REALITY

NO IRISH
NO BLACKS
NO DOGS
NO DREADLOCKS
NO BRAIDS

DRIVERS

SOCIETY

DRIVERS

THE FOUR PRINCIPLES - *it's time for change*

R

REPORTING

A clear commitment to be transparent and to disclose required and concise information and updates on the progress of RACE initiatives across the organisation. Openness and transparency for all stakeholders will be valued and actively pursued in order to create the environment for change.

Reporting

Listed companies and all businesses and public bodies with more than 50 employees should publish five-year aspirational (Diversity) targets and report against these annually.

All businesses and public bodies with more than 50 employees should publish a breakdown of employees by race and pay band, on their website and in the annual report.

*The McGregor-Smith Review – Race in the workplace
(February 2017)*

THE FOUR PRINCIPLES - *it's time for change*

A

ACTION

A list of the measurable actions and outcomes that contribute to and enable a shift in the organisation's approach to and success in delivering change. Without a set of targets and detailed plans for their achievement, change will not happen, and organisations will not be accountable.

Action

Each FTSE 100 Board should have at least one director of colour by 2021; and each FTSE 250 Board should have at least one director of colour by 2024.

*The Parker Review - Ethnic diversity of UK boards
(November 2016)*

All businesses that employ more than 50 people should identify a board-level sponsor for all diversity issues, including race.

*The McGregor-Smith Review – Race in the workplace
(February 2017)*

THE FOUR PRINCIPLES - *it's time for change*

C

COMPOSITION

Identifying the key indicators that will make a real impact over the long-term, creating tangible differences to the existing landscape around race diversity of the board and senior leadership team. The narrative around what is acceptable needs to change through dialogue, and this may lead to uncomfortable but necessary decisions which the organisation is committed to having, hearing and making.

Composition

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

BITC Race at Work Black Voices Report (23 August 2020)

Board Representation indicator – compare the difference for white and BME board and exec.

NHS Workforce Race Equality Standard 2015

THE FOUR PRINCIPLES - *it's time for change*

E

EDUCATION

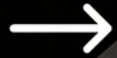
Developing a robust education framework that develops the ethical and moral reasoning behind a programme of development for every organisation (using the Principles). Perspectives need to be challenged and prejudices and systemic and institutional practices acknowledged.

Education

All employers should consider taking positive action to improve reporting rates amongst their workforce. This should include clearly explaining how supplying data will assist the company in increasing diversity overall.

Business in the Community - Race at Work Charter
2018

VISION



Organisations will use the **RACE Equality Code 2020** to create transformational, sustainable and lasting change, to achieve a competitive and truly diverse board and organisational senior leadership team.

The Code will be established internationally across all sectors as a marker of best practice.

MISSION



We will provide a principle-based framework and practical guidelines for organisations of all sizes and from all sectors to follow, providing concrete actions which when applied, will lead to outcomes which effect real change in the area of race equality.

OUTCOME

STEP ONE

EXAMINE

**DIVERSITY
RESPONSIBILITY
INTEGRITY
VALUES
EQUITY
REALITY
SOCIETY**

STEP TWO

**APPLY
& EXPLAIN**

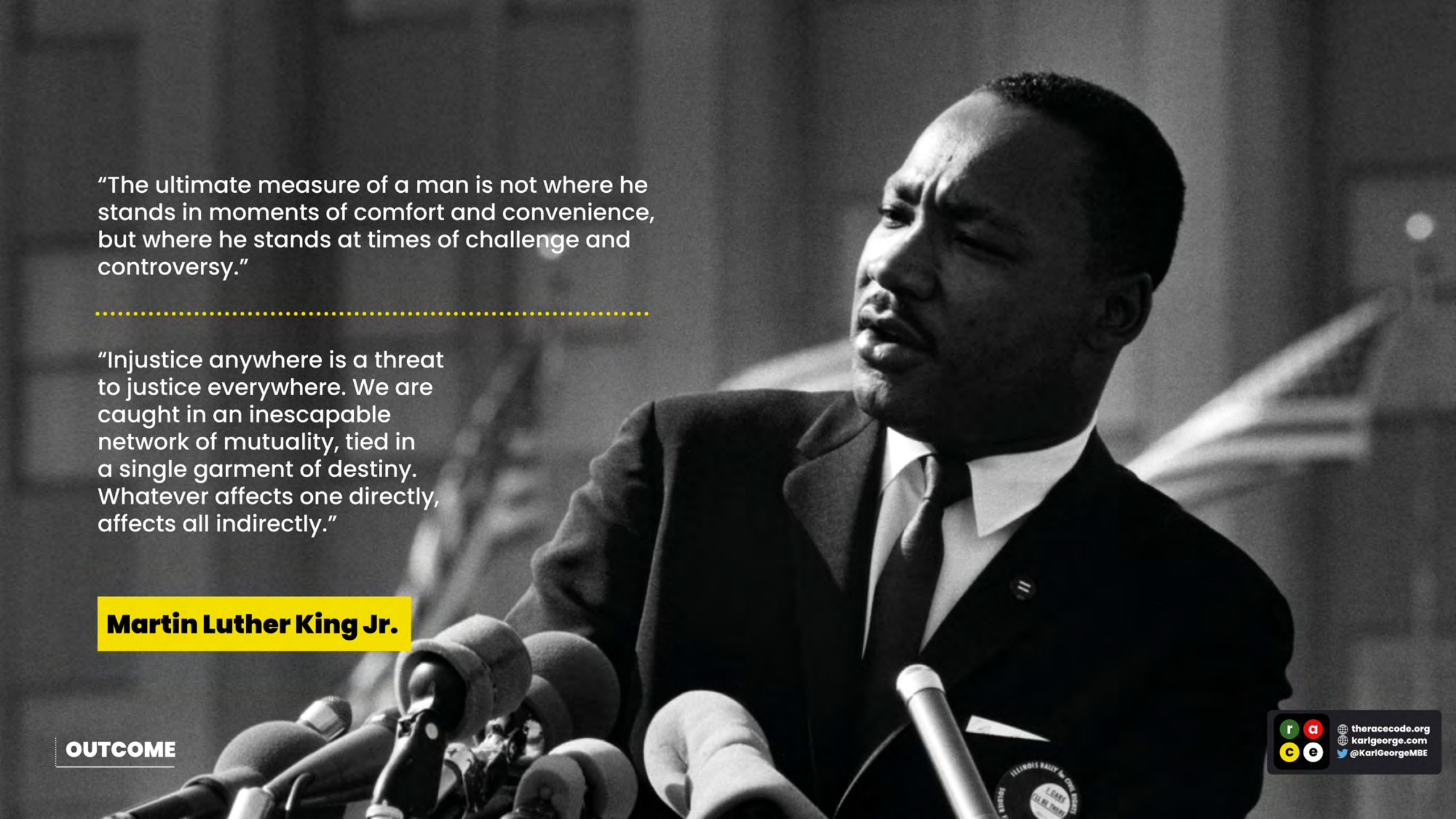
**REPORT
ACTION
COMPOSITION
EDUCATION**

STEP THREE

**COMPLY
OR EXPLAIN**

**MUST
SHOULD
COULD**

OUTCOME



"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

Martin Luther King Jr.

OUTCOME

WHAT DOES GOOD LOOK LIKE?

- comprehensive, robust and integrated EDI governance structure
- clear, concise and transparent race reporting framework
- promoting full transparency including talent processes and pay
- a systematic, business-led approach to EDI
- developing a bespoke business case with ambitious EDI targets
- a strong culture of accountability
- deploying innovative and ambitious interventions
- deploying effective retention initiatives
- strong leadership commitment
- emphasising developing a fair and inclusive culture
- linking EDI to company growth strategy



excuses
excuses
excuses

excuses
excuses
excuses

OUTCOME