Issue: 3

Insights and Ideas

Race Network Leaders and Future Leaders Series 2023

Tuesday, 21 March 2023

95 Insights and Ideas

What KPIs would make an impact on tackling race inequality?

This guide cannot be used for commercial gain, if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

Introduction

This co-created “Insights & Ideas” resource has been compiled from dialogue gathered during our Race Network Leaders and Future Leaders event on March 21, 2023.

A large proportion of participants at our events have lived experience of race inequality, and many participants are implementing impactful solutions to address this in the workplace. You can find their insights and ideas in this resource.

The theme covered in this resource is:
What KPIs would make an impact on tackling race inequality?

You will find more themes from this event in Issues 2 & 4. They are:

- How can Race Networks continue to make race equality everyone's business?
- What can be done to make allies active?

94% of attendees recommended this event, and 85% got new ideas to help them drive race equality.

This resource showcases **95 insights and ideas** from the event. You can also watch the full event here:
www.raceequalitymatters.com/events/race-network-leaders-and-future-leads/

We look forward to seeing you at a future event.
www.raceequalitymatters.com/events/

Collaborative Discussion Group:

What KPIs Would Make an Impact on Tackling Race Inequality?

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

1. Record and publish the ethnicity pay gaps.
2. Capture diversity of workforce, especially seniors and leadership.
3. Track and compare career progression for existing staff.
4. Recruitment stats - demographics of senior leadership team and at all levels.
5. Measure career progression.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

6 KPIs for retention and promotion.

7 Embed DEI in people's objectives and relate to performance and pay.

8 Clear KPIs that are reportable and speaking to the whole business.

9 Representation at all levels of the organisation.

10 Leadership diversity and lived experience measured through employee survey.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

11 Pay gap KPIs for all protected characteristics under equality act 2010 and have targeted delivery plan for any shortfalls.

12 Make it a priority to cut all KPIs by ethnicity/race to see what differences there are.

13 KPIs to measure ethnicity of grievances and disciplinary actions.

14 KPI for ethnicity by grade/role level.

15 Not just internal KPIs/targets but also external, participants/contracts/tenders etc and making it clear externally.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

16 Link KPIs to your organisation values & one powerful message was splitting out KPIs and committing to them - makes people feel valued and seen.

17 Ethnically diverse percentage overall but also to see targets at different levels of organisation.

18 Demographic spreads from engagement surveys.

19 Equality as part of the PDR (Personal Development review) for Senior Management. Each area of the operation has to commit to this. A KPI should be part of the requirement in the job description.

20 Without KPIs there is no road map. Where is the organisation going to be in the next 2 years, e.g., how many people from protected characteristics. Need data to be the compass point.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

21 Must have Ethnic Diversity as part of senior staff annual objectives and part of the job description.

22 Who will the KPIs be presented to? Reflect the community we are serving. Reflect the area population too. Community engaging with the agenda.

23 Number of grievances raised by ethnically diverse staff & outcomes.

24 Discussion of how to use personnel/workforce data effectively to build KPIs for EEDI (Equity, Equality, Diversity and Inclusion) for the future.

25 The North Star for data disclosure is 80%, but you don't have to get that high to start making decisions or gaining insight...don't let data be your barrier to change.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

26 Data integrity, using data to inform KPIs, recruitment, promotional prospects, disciplinaries, social events, engagement from staff of colour / different ethnicities.

27 Senior/Middle managers performance score cards linked to pay rewards.

28 Recruitment data - Shortlisting and unsuccessful candidate information.

29 Clear targets – next 2/3 years – organisations need data.

30 DEIB (Diversity, equity, inclusion, and belonging) strategy, Increasing workforce engagement on DEIB, accurate and valid people data, inclusive recruitment, DEIB learning and development initiatives.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

31 Qualitative data from surveys such as Peakon that can be used to create KPIs that are relevant to the workforce.

32 If not already in place have base line data, reflecting protected characteristics that have been shared in order to understand pathway of change.

33 Link to Census 21 data in relation to staff demography in specific locations.

34 Target bringing more diversity in or increasing level.

35 Personal Development Review to achieve equality strategy.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

36 Expectation that every employee has a PDR (Personal Development Review) objective that is equalities specific.

37 Include objectives in all the managers and senior managers PDRs.

38 KPIs re: Recruitment including Social Mobility, Progression & Retention.

39 Measuring ethnicity differential: difference between success rates of hire between white colleagues and Ethnic Minority colleagues.

40 Link diversity KPIs to progression and into recruitment practices.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

41 KPI to measure recruitment interviews v actual offers.

42 Organisations should actively promote ethnically diverse groups when putting out their contracts to tender.

43 Recruitment via apprenticeships and other routes.

44 What are the barriers to joining an organisation?

45 Tailored HR and Recruitment department KPIs.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

46 Promotion and progress within the organisation.

47 Promotion figures.

48 Retention figures not just recruitment data.

49 Opportunities for leadership programmes.

50 Helping people from ethnically diverse backgrounds on to Leadership teams.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

51 Having forms and systems in place to capture data on conversations held with staff/service users about specific cultural adaptations to enable the best care to be delivered and for staff to progress or go on career development training.

52 Measure the progression of Black and minority colleagues against their non-minority peers.

53 Minority groups in leadership / position of power.

54 Not just mix of employees you hire, but also promotion and retention.

55 Deliberate career progression plans aimed at ethnically diverse staff.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

56 Breakdown of representation in each department within an organisation.

57 Representation at corporate meetings.

58 Current ethnicity /race /recruitment / involvement /representation.

59 Capturing the customer's voice.

60 Public commitment to increasing staffing at certain levels.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

61 Who is employed in the organisation. Where they are in the organisation – managerial level?

62 Records on the numbers attending antiracism training.

63 Diversity programmes - measure how successful are the participants who take part in these programmes.

64 Tracking of recruitment bias training

65 Training on unconscious bias and anti-racism at various levels (promotion, induction, partner level).

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

66 Use census reports to get up to date info on local regional and national data for educational purposes.

67 Improvements in staff surveys regarding experiences at work for ethnically diverse colleagues.

68 Stay interviews; DATA, DATA, DATA! Where is the representation? Where does it stop? Exit interviews; personal development plan (attend X amount of D&I forums, for example).

69 Staff satisfaction survey.

70 Attrition is a good indicator.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

71

Measure the number of incidents or **ability to speak out (raise any concerns)** if your organisation measures this. Also measure colleague sentiment through any internal surveys you have.

72

Glint survey (or other employee happiness survey) score split by identity group

73

Use Disaggregated data!

74

Percentage of people who share their ethnicity data.

75

Staff satisfaction (diversity data included).

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

76 Employee data from recruitment through to leaving, e.g., including rewards, promotion rates and how long people wait for promotions, BHD levels, sickness. Also, employee surveys and other evidence on experiences. Use local working population data to measure.

77 Create visibility of active allies and share their stories and experiences.

78 Well-being rates based on ethnicity.

79 Willingness of individuals to share their voice linked to sensitive personal information (especially race).

80 What action plans and sharing what changes are you actually making.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

81 Organisations publishing to workforce disciplinary cases by staff group, ethnicity per quarter.

82 By forecasting data showing what will happen in society if unequal treatment based on race continues.

83 Benchmark with senior leaders their understanding of racism and check that each year.

84 'Stay' interviews (vs exit interviews).

85 Apply inclusive, representation language and branding to promote and advertise roles and careers.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

86 Outcomes from mentoring programmes.

87 Impact and Action of analysis- impact of targeted recruitment; actions occurring as a result of data collection; retention figures.

88 While KPIs like retention and promotion are important, as well as the data to measure this. Unfortunately, a lot of the things relating to DE&I can't be measured with numbers.

89 Monitoring systems in place once there's a plan.

90 Retention, recruiting, - blind shortlisting – wording of the advert – don't just advertise in normal magazines/papers directed at the groups you want to target.

What KPIs Would Make An Impact On Tackling Race Inequality?
Responses from Discussion Group Participants.

91 Frontline practitioners need to understand data and understand who uses your services.
Manage disparities with people demographics and work at geographical level.

92 The need for Data quality and integrity.

93 Belonging can be promoted through data.

94 Look at gaps/differential outcomes in the data.

95 How many colleagues have active sponsors / mentors in the org.

Click the Images to Watch The Event Recording

www.raceequalitymatters.com/events

If you are not already part of our community, sign up for free today to hear about future events and solutions.
www.raceequalitymatters.com/register

Join Our Community

The Race Equality Network is Race Equality Matters' growing and engaged community.

It is made up of people who are serious about tackling race inequality.

With 4,500+ organisations represented; members include:

- Allies
- Ethnically Diverse Employees
- Race Network: Leaders, Future Leaders, and Network Members
- HR & D&I
- Senior Leaders
- Changemakers

Our virtual network has no geographic barriers and provides a platform where our community collaborate, learn, and **share what works**. Members also inspire and support each other.

We provide free, expert-led events; practical and impactful solutions; and current insight and statistics gathered from event chats, surveys, and polls that can be used to engage and influence.

If you are not already part of our community, register for free today.

Register

A Huge Thank You To:

Everyone who shared their insights ideas and experiences during the event.

Our Key Partners

Our Partners and Supporters

Supporting Solutions

www.raceequalitymatters.com/solutions

88% believe it will help tackle race inequality.

safe space plus™

A facilitated dialogue between ethnic minority employees and exco/board members. Employees are heard. The board make a commitment **to take action** to address some of the key issues.

83% believe it will help tackle race inequality.

The Big PROMISE™

Individuals across organisations select and make a promise. It is a public commitment, which must be measurable and to which they can be held accountable, to create a positive change.

78% believe it will help tackle race inequality.

safe space™ Tea Break

A framework and opportunity to hear the honest voice and feelings of colleagues about race inequality. All employees are invited to a one-hour themed, online discussion about an issue that matters.

95% said it would have a positive impact on race inequality.

My name is:

#MyNameIs encourages organisations and individuals to normalise phonetic spelling in email signatures, meetings, name badges and more.

RaceEqualityMatters.com

RACE EQUALITY WEEK™

5-11 February 2024

Powered by greenpark

LLOYD'S

Is it in your diary?

Race Equality Week

5-11 February 2024