Insights and Ideas

Big Collaboration: Race And Series

Thursday 27th June 2024

50 Insights and Ideas

Race and Gender

This co-created "Insights & Ideas" resource has been compiled from the community gathered during our Race And event on Thursday 17th June 2024.

This event was part of a brand new series to support and help tackle the barriers and disadvantages ethnically diverse colleagues through an intersectional lens.

This event was a more intimate event, only being accessible to REM members and VIPs.

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 resource discusses how to:
- **Ensure that ethnically diverse female colleagues are listened to and heard**
- **Minimise the need for code switching in the workplace**
- **Ensure clarity and transparency in the promotion process**

89% of attendees recommended this event, and **84%** got new ideas to help them drive race equality.

This resource showcase **50 insights and ideas** from the event.
Starred ideas refer to popular ideas said multiple times by attendees.

You can also watch the full event here:
ADD link to event
We look forward to seeing you at a future event.
www.raceequalitymatters.com/events/

Key Findings

Attendees

- **83%** of event participants identified as women
- **41%** were allies and **56%** were ethnically diverse or equivalent.
- **79%** learnt and heard things they wouldn't normally have access to
- **88%** they heard or learnt something they could use

Discrimination

- **19%** of people have been discriminated because of their Ethnicity and Gender, **12%** because of their Gender, **11%** because of their ethnicity
- **40%** of people's organisations address intersectionality
- **39%** of people feel that their Organisation supports their Mental Health. **33%** feel that this is a great deal of support, and **23%** feel a little support

Click the Images to Watch The Event Recording

www.raceequalitymatters.com/events

Event recording:
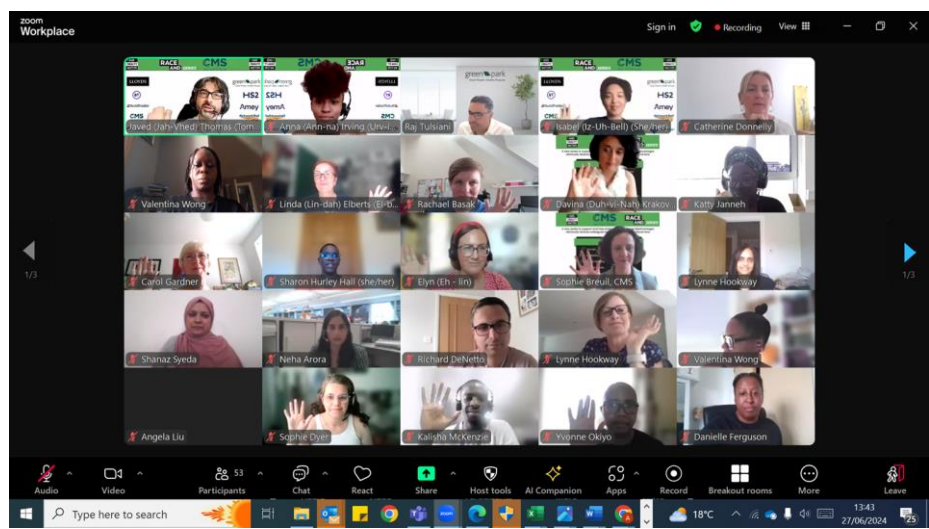
Speakers' recording:

Sharon Hurley Hall

Shivani Uberoi

Sophie Breuil

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

What can organisations do to ensure that ethnically diverse women are listened to and heard?

- **55%** of participants felt they are seen and heard in their Organisation. **40%** said "Sometimes"

- **68%** of people feel that their voice counts in an organisation, **15%** say they speak but are typically ignored and **4%** feel they are not able to have a say at all

- **67%** said they felt they had a greater understanding of how to be able to have a voice after the event

- **86%** said they had a better understanding of how to help their colleagues have a voice after the event

What can organisations do to ensure that ethnically diverse women are listened to and heard?
Responses from Discussion Group Participants.

Changemaker

1 Employee groups with resource and budget to inform change with development opportunities

Empowering voices

2 Inviting contributions to discussions by texts or polls to encourage introvert participation

3 Using the chat function and hands up function on Teams/Zoom, seeing an agenda and submitting input beforehand

4 Asking allies in positions of power to physically and actually ask/look out for people seldom heard/talked over

5 Structure meetings to include more voices. For example creating liberating structures such as a 'Conversation Cafe'

Empowering voices

6 Nurture and support people who find it hard to speak or be heard

7 Selecting meeting facilitators who make sure discussions are inclusive by giving up the floor to ethnically diverse women

8 Take contributions before or after a meeting so that someone who is neurodiverse or less confident still has an opportunity to be heard

9 Allow contributions in different ways ahead of meetings with pre reads and follow ups. Also using second 'chairs' to help host the chat/Teams messages

Mentoring

10 Mentorship and leadership programmes that teach senior leaders how to support ethnically diverse women in the workplace

What can organisations do to ensure that ethnically diverse women are listened to and heard?
Responses from Discussion Group Participants.

11 — Safe spaces

Create safe spaces for ethnically diverse women ⭐

12 Take time to build relationships in smaller groups so people feel more comfortable and connected

13 — Staff networks

Create opportunities to meet other EDW- creating spaces to develop a collective voice/support network

14 Create inclusion groups where those from ethnically diverse backgrounds can discuss issues with senior leadership to collaborate on how to make effective change

15 Create working groups that meet monthly to raise any concerns and get advice on how to approach certain issues and decide on points that they want to raise to the EDI team and HR committee

What can organisations do to ensure that ethnically diverse women are listened to and heard?
Responses from Discussion Group Participants.

16 — **Psychological safety**
Creating principles and codes of conduct that support creating a psychologically safe environment/space

17 — **Training**
Sponsorship training- training/educating senior leaders from all backgrounds to understand challenges and how to support ethnically diverse women in the workplace

18
Awareness raising and education across the whole organisation on the additional barriers ethnically diverse women face

19
Unconscious bias training should be mandatory, just like safeguarding and data protection ★

20 — **Senior leadership commitment**
Executive buy in is so important for change. Should have leadership training and reverse mentoring ★

What can organisations do to ensure that ethnically diverse women don't have to code switch?

- **72%** of attendees knew what code switching was before the event, **23%** didn't
- **37%** of people have code switched at work in the last 12 months, **29%** didn't Code Switch and **23%** didn't know what it was.
- **45%** feel as though they bring their authentic self into work, **27%** answered "Sometimes"
- **68%** felt they had a greater understanding of how to reduce the need to code switch after the event
- **79%** felt they had a greater understanding of how to help other people reduce the need to code switch after the event

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What can organisations do to ensure that ethnically diverse women don't have to code switch?
Responses from Discussion Group Participants.

Culture

21 Create a culture of belonging where staff can be their authentic selves

22 Create an understanding of the background of everyone in the room to show difference and then create belonging

Commitment

23 Commit to the promise that ethnically diverse women do not have to code switch- it needs to be consistent

24 Making celebrating diversity and inclusion the norm- seeing and hearing more from colleagues who are ethnically diverse, like on staff calls, bringing diverse speakers

25 Introduce policies and processes which are reflective of being inclusive. E.g. inclusive recruitment, positive action, employees an use their Bank holidays according to cultural holidays, addressing gender and ethnicity pay gap

What can organisations do to ensure that ethnically diverse women don't have to code switch?

Responses from Discussion Group Participants.

Important traits and charactersitcs

26 Embed policies that take into account cultural differences and explicitly support diversity

27 Adopt the Halo Code, the UK's first Black hair Code. The Halo Code explicitly protects students and staff who come to schools/work with natural hair and protective hairstyles associated with their racial, ethnic and cultural identities

Leadership commitment

28 It starts from the top and requires consistent action from leadership to model that it's okay for people to show up authentically ⭐

29 More ethnically diverse leadership so ethnically diverse women can see themselves represented and feel more seen.

30 Having senior leaders who serve as vulnerable role models ⭐

What can organisations do to ensure that ethnically diverse women don't have to code switch?
Responses from Discussion Group Participants.

#MyNameIs

31 Use 'Hear My Name' to record pronunciation of your name

32 Add to your signature how your name sounds/phonetically spelt

Safe Spaces

33 Create a safe space where guest speakers can come and share stories

34 Create an environment in which you can truly bring your authentic self to work

35 Leaders to provide psychologically safe environments

What can organisations do to ensure that ethnically diverse women don't have to code switch?
Responses from Discussion Group Participants.

Staff Networks

36 Ensure your networks have a voice with the senior leadership so that they can shape the agenda to identify and take action

37 Start discussions about code switching within your staff networks

Training

38 Raise awareness and provide training for the entire team on what it means to disencourage certain behaviours, allowing everyone to bring their authentic selves to work

39 Include code switching into EDI training sessions

Your values

40 Make belonging one of your EDI values to ensure it is active and continually in progress

What can organisations do to ensure clarity and transparency in the promotion process?

- At the start of the event **62%** of people say they had no or were not too clear on the clarity and transparency for how to achieve a promotion
- At the end of the event, **77%** felt that it it possible for their organisations to have greater clarity and more transparency in its promotions process

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What can organisations do to ensure clarity and transparency in the promotion process?
Responses from Discussion Group Participants.

41 Updating staff about upcoming roles and doing internal recruitment first before advertising externally ⭐

42 Signpost available opportunities centrally- particularly in larger organisations

Data, targets and goals

43 Tracking and reporting metrics

44 Having statistics for existing employees and new starters but also for internal changes

45 Recruitment review- intersectionality analysis. Are ethnically diverse people applying and how often are they successful?

What can organisations do to ensure clarity and transparency in the promotion process?
Responses from Discussion Group Participants.

Recruitment

46 Anonymise the shortlisting process

47 Being clear from the beginning of the recruitment process- when someone is first hired, they should understand what it takes to be promoted, what their career goals are, what is needed to achieve this and how the company can help in supporting this

Transparency

48 Transparent processes and frameworks

49 Transparency at all levels of the process. Everyone should be aware of the organisation's roles and levels

Your values

50 Adopt an intersectional approach to understand individual's needs

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 5,000⁺ 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

What REM Offers

- Solutions
- Job boards
- D&I belonging survey tool
- Trailblazers
- Consultancy
- Consultancy lite

Consultancy Lite

- Run a REM solution in your organisation e.g. Tea Break, It's Not Micro, 5 Day Challenge
- Train your people to run a solution
- And so much more

Contact us for more information.

Become a member

Annual Membership: **£499 + VAT**

As a member, you would get access to:

- REM Member Logo
- REM solution workshop
- Exclusive thought-leadership virtual seminars
- Paid solution resources for free
- Ideas and Insights resources
- Invites to co-create REM solutions
- Free credits for the REM jobs board

Get your membership now:
www.raceequalitymatters.com/become-a-member/

Any questions? Email
info@raceequalitymatters.com

Thank you to CMS for sponsoring our brand new Race And series!

We hope you join us for future Race And events.
www.raceequalitymatters.com/events

A new series to support and help tackle the barriers and disadvantages ethnically diverse colleagues face through an intersectional lens.
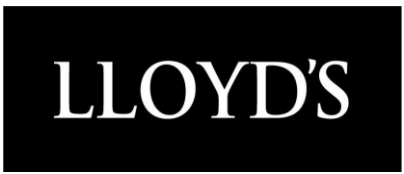
RACE And...

- Gender
- Disability
- Social Mobility
- Mental Health
- Accent
- Neurodiversity
- LGBTQ+
- Being a Carer
- Code Switching
- Health inequalities

And More....

A Huge Thank You To:

Everyone who shared their insights ideas and experiences

during the event.

Our Key Partners

green park

LLOYD'S

Our Partners and Supporters

BT

the Collaboratory
working together for a better world

AutoTrader

Edelman

HS2

NetworkRail

g | the governance forum

NEXUS

GUILD

MHFA England

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 ™
3-9 February 2025

Powered by
green park

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Is it in your diary?

Race Equality Week

3-9 February 2025