



# Insights and Ideas

## Race Network Leaders and Future Leaders Series 2024

Wednesday 26th June 2024



## 74 Insights and Ideas

### Getting Ready for Black History Month, South Asian Heritage Month & ESEA Heritage Month

# Introduction

This co-created “Insights & Ideas” resource has been compiled from dialogue gathered during our Race Network Leaders and future Leaders Event on Wednesday 26th June 2024.

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 get ready for:**

- **South Asian Heritage Month**
- **East and South East Asian Heritage Month**
- **Black History Month**

**94%** of attendees recommended this event, and **97%** got new ideas to help them drive race equality.

Only **9%** of organisations initially planned to participate in ESEA Heritage Month this year, but after the event, this number increased to over **46%**.

Similarly, for South Asian Heritage Month, only **35%** of people intended to get involved, but by the end of the event, this jumped to **65%**.

This increase highlights the inspiration and ideas they gained from the event.

This resource showcase **74 insights and ideas** from the event.

Starred ideas refer to popular ideas said multiple times by attendees.



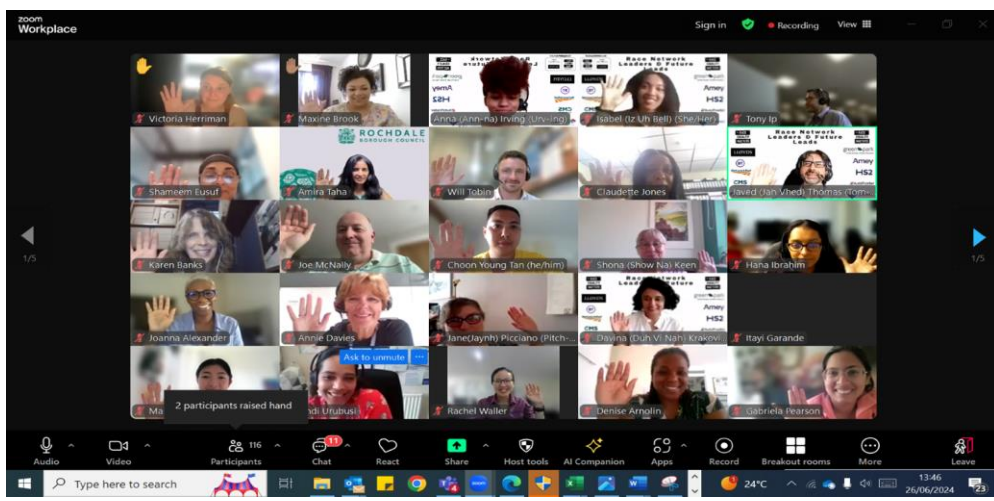
We look forward to seeing you at a future event.

[www.raceequalitymatters.com/events/](http://www.raceequalitymatters.com/events/)

# Click the Images to Watch The Event Recording

[www.raceequalitymatters.com/events](http://www.raceequalitymatters.com/events)

## Event recording:



## Speakers' recording:



**Choon Tan**



**Binita Kane**



**Joanna Alexander**

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](http://www.raceequalitymatters.com/register)



What can your organisation do to give the ESEA community a greater voice/become more visible?

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## Responses from Discussion Group Participants.

1

### Building knowledge and understanding

Cultural Immersion sessions to highlight and educate organisations around heritage/food/music/experiences

2

Raise awareness of the ESEA community



3

### Communication

Engage with ESEA colleagues as to what they would like to see the organisation do



4

### Community Outreach

Reach out and engage with the local community



5

Invite local community groups into the organisation to educate

# What can your organisation do to give the ESEA community a greater voice/become more visible?

## Responses from Discussion Group Participants.



### Community Outreach

Find a way to invite people from that community to participate and co-produce events. Such events should be informed by them



### Collaboration

Discuss & Co-design ESEA events with your Race and Faith Staff Network



Coproduction: ensure the community is engaged and consulted on offerings and services



The EDI team should collaborate with the Marketing team and Communications teams to ensure awareness of events



Work directly with ESEA communities



What can your organisation do to give the ESEA community a greater voice/become more visible?

Responses from Discussion Group Participants.

## Empowering Voices

11

Invite speakers from BESEAN (British East & South East Asian Network)

12

Invite employees to talk about themselves in blogs

13

Share stories and lived experience



14

Take responsibility, empower individuals to get involved and have a voice

15

Send an appeal for colleagues to come forward. We need your voice

# What can your organisation do to give the ESEA community a greater voice/become more visible?

## Responses from Discussion Group Participants.

### Events

16

Celebrate ESEA heritage month as part of the EDIB calendar

17

Share people's stories during the Autumn festival

18

Celebrate significant cultural days such as Chinese New Year and the Lunar New Year



19

Keeping it simple - share food, culture, history and stories

20

Have any celebrations that individuals might celebrate about their heritage or culture included in corporate calendars as this validates their importance



# What can your organisation do to give the ESEA community a greater voice/become more visible?

## Responses from Discussion Group Participants.

21

### Grow your network

Provide resources to allow internal networks to connect with external networks and share learnings

22

One organisation shared they created a community/networking group. They discuss stories and experiences (good and bad) and then one person volunteers to feed information back to the second group in confidence. These people play a more active role in driving initiatives for the organisation

23

### Learning and development

Write articles about ESEA to build awareness and look to better understand their challenges

24

One organisation shared they are building a resource page on cultural beliefs so that all staff have access to learn about different cultures

25

Pay for/invite external ESEA speakers rather than relying on ESEA staff to provide resources/trauma for free

# What can your organisation do to give the ESEA community a greater voice/become more visible?

## Responses from Discussion Group Participants.

26

### Organisational commitment

One organisation shared they added a section to a community newsletter called Culture Corner which will highlight different cultures through the months and specifically for the representation months

27

### Planning and Delivery

Forward planning so that important/significant dates don't get missed.

28

### Reward and recognition

Highlight role models within the organisation - maybe an "In conversation with"

29

Recognise the different ethnic groups and reach out to people to share their experiences

30

### Recruitment

Recruit directly from ESEA communities

# What can your organisation do to give the ESEA community a greater voice/become more visible?

## Responses from Discussion Group Participants.

31

### Storytelling

Invite individuals to share cultural stories and lived experience



32

### Tea break

Lunch and learn with internal or external individuals to learn more about their heritage



33

### Transparency of data

Census and survey answers tend to exclude or hide the representation - ensure your data collection is transparent

34

### Visibility

Raise the profile of ESEA more on different platforms

35

Include images of members of the community in internal and external collateral/communications/marketing



# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

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## Responses from Discussion Group Participants.

36

### Building knowledge and understanding

Deliver a series of discussions about interesting cultural aspects- e.g. food, symbols, mythology

37

The trauma and suffering of the transatlantic slave trade is well known. Far less is known about the consequences of partition of India, the civil war in Sri Lanka etc. Education is essential

38

### Community outreach

Video interviews with people from the local community, within internal staff and amongst company partners

39

Reach out to people in the communities and ask what they'd like to see and buddy them up to build a campaign

40

Acknowledge events outside the company that are happening in the community

# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

## Responses from Discussion Group Participants.

### Empowering voices

41

Send appeals for colleagues to come forward and share lived experiences and stories



42

Invite in ESEA groups to share experiences and ideas/history/customs to a specific area on your premises. (One organisation suggested setting up a 'Chatty Café')

43

### Events

Film nights that represent different communities. One organisation suggested watching the Channel 4, 3 part series "Defiance" to learn about the lost history of Asian settlers battle against far right groups in the UK

44

Celebrate different cultural festivals, holidays and celebrations



45

One organisation shared they are trialing a Human Library where you borrow someone and talk to them about their lived experiences

# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

## Responses from Discussion Group Participants.

46

Invite keynote speakers to share their history with a Q&A session

### Events

47

Fun activities that immerse colleagues in culture- e.g. inviting henna artists, listening to cultural music, carrom boards, mandala templates etc.

48

Bring in and share food from different cultures. One organisation suggested a picnic

### Food



49

Invite local food vendors and small businesses to try different cultural food and support local businesses

50

Liaise with the Catering Department (if you have a canteen) to offer culturally themed menus



# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

## Responses from Discussion Group Participants.

51

### Grow your network

Create a network from the community and give them decision-making powers over the agenda for the heritage months

52

Share events across your internal staff - not everyone may be aware so to ensure more attendees, share the event directly to your teams to encourage participation

53

One company highlights South Asian artists by temporarily letting out their offices as a gallery to engage colleagues

54

### Learning and development

Have panel sessions with speakers to explore cultural differences



55

Build resources so you can learn from each other



# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

## Responses from Discussion Group Participants.

56

### Learning and development

Book clubs/newsletters/blogs. One organisation promotes heritage months through book displays and invites authors to talk about their books

57

### Organisational commitment

Create an environment all year round where people feel valued and able to celebrate their backgrounds so that they don't just feel engaged because it is topical

58

### Reward and recognition

Highlight talent in the organisation that are from underrepresented backgrounds

59

Spotlight a colleague from an ethnically diverse background in the company newsletter

60

One organisation gets their Communication department to increase visibility through creating a Human Book and have bite sized learning sessions

# What can your organisation do to celebrate South Asian Heritage and ESEA Heritage Month?

## Responses from Discussion Group Participants.

61

### Reward and recognition

Invite colleagues to write blogs about their heritage. One organisation publishes one blog a week for 4 weeks

62

### Tea Break

Lunch and learn about cultures accompanied by the respective cuisines

63

One organisation recommends Gup Shup- an afternoon tea place that serves South Asian snacks and teas. They hold panel discussions and interactive quizzes over tea

64

### Walkthrough

Having a Chinese walking tour and a food tour throughout London



How can organisations measure the impact of the activities of the heritage months?

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## Responses from Discussion Group Participants.

65

### The Big Promise

Regular reminders of the “Big Promise” made by senior leaders to increase and embed change

66

### Data

Use cultural metrics such as Labour turnover, absence, retention and sickness

67

Carry out regular staff surveys, exit interviews, supervision and annual review

68

Reach out to different people within the organisation- you’d be surprised at the data points you can find. Click rates, engagement scores, people metrics, customer metrics and pulse surveys are all helpful

69

Membership surveys, funding allocation, number of activities, engagement and marketing statistics

# How can organisations measure the impact of the activities of the heritage months?

## Responses from Discussion Group Participants.

65

### Empowering voices

Increase awareness of the diversity in ESEA communities, colleagues/allies should feel safe enough to ask questions rather than assume (e.g. people from Taiwan do not have the same experiences as people from China).

66

### Feedback

Feedback forms/surveys



67

Having follow-up events to check-in on people's progress

68

Find out how people feel working in organisations

69

### Organisational commitment

Not just considering data, also measuring the impact of those who do not engage and working towards why not

# How can organisations measure the impact of the activities of the heritage months?

## Responses from Discussion Group Participants.

70

Try listening sessions

**Learning and development**

71

Senior leaders and managers should be involved in heritage celebrations

**Senior leadership commitment**

72

Measure how membership in race networks increases throughout the month

**Staff Networks**

73

Work to improve the ESEA attendance to staff networks and them being able to help in making the organisation more inclusive

74

Complete external audits like the Trailblazer awards

**Trailblazers**





# 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/](http://www.raceequalitymatters.com/become-a-member/)

Any questions? Email

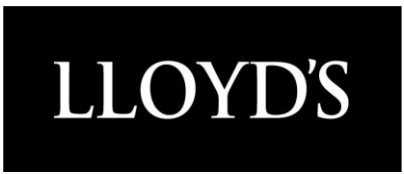
[info@raceequalitymatters.com](mailto:info@raceequalitymatters.com)



# 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](http://www.raceequalitymatters.com/solutions)

88% believe it will help tackle race inequality.



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.



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.



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.



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

[RaceEqualityMatters.com](https://RaceEqualityMatters.com)



**EQUALITY**



**3-9 February 2025**

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**Is it in your diary?**

**Race Equality Week**

**3-9 February 2025**