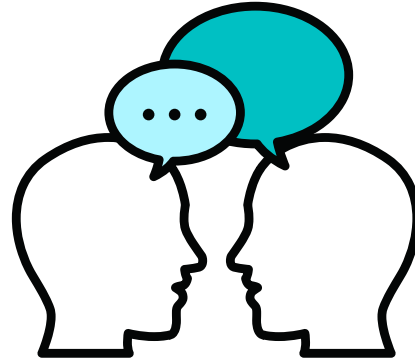


Let's talk about RACE



Conversations about race are necessary for an equitable and inclusive workplace

Key findings from Business in the Community's Race at Work Survey (2015) found that

24,457

employees from all ethnicities said their employers were **not** comfortable talking about race



If race is not discussed it can result in:

- Low employee morale and engagement levels
- An unrepresentative workforce
- Losing out on great talent



Practical steps to facilitate race conversations:

- 1 Create a well-publicised race equality strategy and action plan that the whole organisation is aware of and updated on. Ensure this strategy is directly linked to the overall business strategy.
- 2 Provide training and workshops which facilitate conversations about race in the workplace and wider society.
- 3 Create space and provide resources for employee resource groups for different racial groups.

Let's Talk about Race

Worksheet

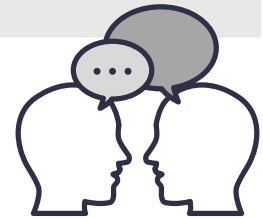
This worksheet is designed to help you have open conversations around race at work.

Some might argue that it's divisive to talk about race and may say things like "I don't see colour" or "I believe that people are all the same" - these statements are often well meaning, but they fail to recognise the systemic and social barriers that some races face.



Conversations about race are necessary for an equitable and inclusive workplace

5 steps to encourage open conversations about race at work:



- 1.** Create a well-publicised race equality strategy and action plan that the whole organisation is aware of and updated on. Ensure this strategy is directly linked to the overall business strategy.
- 2.** Provide training and workshops which facilitate conversations about race in the workplace and wider society.
- 3.** Create space and provide resources for employee resource groups for different racial groups.
- 4.** Collect, monitor, and publicise intersectional ethnicity data throughout every part of the organisation - across grades and departments, location, throughout the recruitment process, promotions, leavers, absence, and disciplinary etc.
- 5.** Internal policies and procedures need to support a zero-tolerance ethos to help reinforce inclusive behaviours and hold people accountable.

Let's Talk about Race Questions



Write your answers down...

1. Why is it important to have conversations about Race in the workplace?
2. Are you comfortable talking about race in the workplace? Please explain your answer
3. What will you do individually to get comfortable talking about race in the workplace?
4. What will you do to encourage people in your workplace to get comfortable talking about race?

Things to consider

There needs to be a conscious effort by all colleagues to better understand and talk openly with each other about their differences and use this to educate colleagues.

Let's Talk about Race Scenarios



1.

What would you do if someone in your team says they do not see “colour”?

2.

What would you do if someone in your team says “I believe that people are all the same”?

3.

A Black colleague has expressed to you that they do not feel comfortable talking about race around certain individuals. What will you do to create a safe space for that colleague?

Things to consider

Internal policies and procedures need to support a zero tolerance ethos to help reinforce behaviours and hold people accountable.