

# POLICY

## Business in the Community's Race at Work Charter Commitments

### FOREWORD



*Amanda Mackenzie, BITC Chief Executive and Sponsor for Race*

### **We are anti-racist.**

Our people and our culture are what make Business in the Community (BITC) a great place to work and allow us to deliver on our vision for the UK leading the world in responsible business.

It has never been more important that we continue to build our inclusive culture, valuing objectivity, openness, fairness, and transparency; recognise the implications of privilege; and hearing the impact of lived experiences. It is also right that we should share publicly our own commitment to being an anti-racist organisation and the actions we are taking to demonstrate that commitment. Aligned to the values and behaviours we expect of our members, it is right that we are committed to being aware, active, and agile in combatting racism in all its forms, for the good of our colleagues, and the communities we support.

To support other organisations with the goal of eliminating racism in the workplace, we launched the Race at Work survey in 2015 which since then has captured the views of over 100,000 employees on race in the workplace. We then published the Race at Work Charter, which now has more than 780 signatories, representing 5.8 million employees across the UK. By signing the Charter, organisations have committed to improving equality of opportunity in the workplace and BITC is proud to be one of them.

Following the 2021 Race at Work survey we took stock of the findings and decided to expand the commitments in the Charter to help ensure action is being taken by employers on the issues raised by employees in the survey. It's never been more important for organisations to listen, reflect and act and the Charter provides a collective opportunity to do that.



But signing the Charter is only one step. Organisations must also turn their promises into action. We have zero tolerance for any racism. Every individual has the right to a working environment free from any form of racial discrimination, harassment, bullying or victimisation. We seek to create a culture of trust and inclusivity, where any colleague who experiences or witnesses' racism knows those concerns will be listened to and addressed. Below, we explain how we are embedding the Race at Work Charter Commitments into our daily practice within BITC.

## November 2021



## Charter Commitments

### How BITC is living its Charter Commitments

We are committed to:

#### 1. Living up to our promise of being anti-racist

We will speak up, call out non-inclusive behaviours, acknowledge, challenge, and effectively address all forms of racism within BITC.

#### 2. Having targets and measurements

We will proactively increase ethnic diversity by making tangible progress to support greater diversity. In practice, this means that we are committed to 25% of our colleagues identifying as Black, Asian, Mixed race or another ethnically diverse group, with a 20% minimum reached by the end of 2023.

We will be transparent with all our colleagues on our diversity information, including our gender and ethnicity pay gap.

#### 3. Ensuring there are opportunities for all

We will review our colleague policies, processes, and practices to ensure fairness and transparency. We will ensure ownership for inclusion sits clearly with our managers, supporting fair treatment for our Black, Asian, Mixed race and ethnically diverse colleagues. We will put in place steps to encourage diverse candidate pools for all roles internally and externally.

#### 4. Developing colleagues

Developing our colleagues is critical. By focusing on the minimum target of 20% ethnically diverse colleagues at senior management level, and all other levels, by 2023, we will support the development of our colleagues to grow and become future leaders.

#### 5. Building the right culture

We will continually increase our own knowledge, understanding and awareness of race and diversity. To do this, we will hear the lived experiences of colleagues, and build momentum encouraging self-learning and allyship with colleagues' responsibility for their own learning journeys.

## 6. Building a diverse supply chain

We look to develop our own supply chain so that it provides fair opportunities for Black, Asian Mixed race and other ethnically diverse led enterprises.

### Our actions to live up to our commitments

#### 1. Being anti-racist

Launch an [Anti-Racist Policy](#) to complement our other policies and ensure all colleagues understand the policy. This will empower colleagues to know how to take their own steps or seek help to call out and prevent any racism.

#### 2. Targets and measurement

- Build accountability from the top by using our ethnicity targets as organisational and individual key performance indicators for our senior leaders. This will ensure tracking and reviewing progress is conducted regularly.
- Improve the capture of diversity data across the employee life cycle to highlight potential gaps and support future action planning. This data will then be shared with all colleagues.

#### 3. Equal opportunities for all

- Review and refresh all colleague recruitment journeys to ensure inclusivity and identify and remove any issues of bias.
- Look to always have at a least one Black, Asian Mixed Race and ethnically diverse candidate on our recruitment shortlists at senior level (Strategic Lead and above).
- Develop our employee proposition, including reviewing where and how we recruit so we attract an ethnically diverse candidate pool.

#### 4. Developing our colleagues

- Expand on our existing reciprocal mentoring programme to encourage our senior leaders to take part.

- Support Black, Asian Mixed race and ethnically diverse colleagues' development and progression. This will be achieved through development conversations tailored to individuals, particularly promoting coaching, mentoring, and using our member networks as support.
- Provide opportunities for diverse colleagues' voices to be profiled both internally and externally. For example, colleague communications and internal and external events.

## 5. Building our culture

Work in partnership with our internal experts to develop and introduce race education and learning programmes for all colleagues, including allyship and bystander intervention.

## 6. Building a diverse supply chain

We will, as a first step, understand our current supply chain and review our renewal processes for our procurement. We will ask current and future suppliers to sign the race charter.

### How we will work together to achieve these actions

- We will listen to and gauge the experiences of colleagues and views on our actions by using engagement surveys, our Employee Forum, and our colleague networks. From this, we will test, learn, and adapt our actions.
- Communicate clearly and regularly with all colleagues and our board of trustees on the progress against the actions using our existing communication channels.
- This statement should be considered in conjunction with our [Anti-Racist Policy](#), [Inclusion and Diversity Policy](#) and our [Code of Conduct Policy](#).