

FACTSHEET

RACE CHAMPION – JOB DESCRIPTION STAGE ONE AND TWO

Introduction

The most effective leadership starts from the top of the organisation. Strong leadership in the area of diversity is critical to the success of any diversity and inclusion programme. Commitment from senior leaders of the organisation is essential at the outset of establishing a race champion role.

Job Description for a Race Champion – Stage One

Identify the leader

Following a discussion with the Business in the Community's Race Campaign board and UK business leaders, four qualities were identified as the key attributes of anyone working on a race as a diversity priority, or taking up a race champion role:

- Ability to listen and understand what is happening within the organisation and proactively take appropriate action on race issues/inequalities.
- A willingness to admit what has worked and what has not and the ability to learn from experiences.
- Prepared to allocate ample time and commitment to the race agenda.
- Be brave and willing to take a stand on key areas where a step-change is needed.

Create the organisation framework

The level at which the race diversity champion role can be established within an organisation will depend on the current infrastructure that exists to support diversity and inclusion e.g.

- Has the organisation openly communicated its commitment to diversity and inclusion through its mission statement and policies?
- Does the organisation have a diversity strategy including measurable goals?
- Does the organisation have a professional support mechanism. D&I/HR department?
- Does the organisation set tasks and targets monitored through performance appraisal?
- Does the organisation have the ability to go through a process of change?

The job description is an amalgamation of activities carried out by race diversity champions from some of Business in the Community's Race campaign network employers. The 'job description' is a basic template to help employers share with leaders what actions they could take when looking to create such a role.

Job Description for a Race Champion – Stage Two

Developing the role and role responsibilities

Promote and keep race issues on the organisation's agenda and be prepared to challenge traditional values and assumptions.

- Act as the organisation's ambassador/spokesperson on articles/conferences and attend occasional meetings with other sponsors.
- Implement the corporate vision and strategy in terms of race diversity.
- Promote the business benefits of race diversity for both employees and customers.
- Take the lead on specific race diversity issues within the business (and globally where appropriate).

Activities:

- Represent the race agenda for the organisation at Board meetings and at external events.
- Seek out community opportunities to reinforce learning and promote company reputation.
- Read/research best practice in race diversity initiatives and use findings to inform decisions.
- Actively support employee networks and mentoring within the organisation and make use of internal cultural diversity networks as a sounding board for issues.
- Review employee opinion survey results and develop/implement/adapt strategy as appropriate.
- Work with HR and Diversity & Inclusion Managers to agree diversity priorities.

Business in the Community's Race campaign recommends that leaders have an advisory, support, working group, committee or network to support them and increase organisational engagement.

Suggested actions for advisory, support, working group or networks:

- Lead development and implementation of race diversity and inclusion strategy that is aligned with the organisation's mission.
- Identify specific barriers to race progression and plan their removal.
- Develop a means to measure and provide reporting on the progress of the organisation's race diversity and inclusion initiatives.
- Make recommendations to business and unit leaders on what activities need to be initiated in order to move the race agenda forward.
- Members should be strong team players with ability to influence others and gain their support.
- Have a commitment to collaborate and work successfully with multiple levels of stakeholders.

ENJOYED THIS CONTENT?

You might also like to:

- [find out more about our race campaign](#)
- [find out more about governance and transparency](#)
- [find out more about our advisory services](#)
- [join us at one of our upcoming events](#)



[Talk to one of our expert team today](#) to learn how membership of BITC can help you take your responsible business journey further, and drive lasting global change.