

# ACT Diversity and Inclusion Calendar

ETHNIC DIVERSITY IN TREASURY

12<sup>th</sup> November, 2018

**An inclusive  
British Council**



# Parker Review – Beyond One by 2021

- Internal HR and external sourcing companies to include minority ethnic candidates when vacancies arise
- Develop candidates for pipeline and plan for succession
- Enhance transparency and disclosure

# McGregor-Smith Review

- McGregor-Smith Review - Daylight is the best disinfectant!
- Decades of 'commitment to racial equality' yet vast inequality still exists.
- We need to stop hiding behind the mantel of 'unconscious bias'.
- Fixing this will involve a critical examination of every stage of the process, from how individuals are recruited to how they are supported to progress to fulfil their potential.
- The importance of effective mentoring, sponsorship, role models and networks in delivering positive action needs to be understood at all levels of an organisation, with leaders taking responsibility for creating truly inclusive workplaces.
- Public sector required to set and publish targets to ensure representative of the taxpayers they deliver for.
- Use of purchasing power to drive change.

# McGregor-Smith Review

- Gather data - encourage declaration, set targets & publish progress
- Take accountability – executive sponsorship for targets, embed diversity as a KPI, participate in reverse mentoring, be open about success incl. in annual reports
- Raise awareness – UB training for all and tailored UB, ERGs, mentoring and sponsorship
- Examine recruitment
- Change processes – transparency re: fair reward and recognition, career pathways and improve supply chain

# CIPD – Addressing barriers to BAME Progression

Significantly more BAME employees said career progression is an important part of their working life than those from a white British background

Only half of employees across most ethnic groups feel able to talk to their manager about their career aspirations

All BAME employees, regardless of ethnicity, are significantly more likely than white British employees to say that seeing other people like them who have progressed in the organisation would help to boost their careers

BAME employees are significantly more likely than their white counterparts to say they need to change aspects of their behaviour to fit in, particularly those from an Indian, Pakistani, or Bangladeshi background

