REFRESHING YOUR APPROACH TO DIVERSITY AND INCLUSION - SOM/PHE

Sandra Kerr CBE
MAKING THE CASE FOR ACTIONS

✓ Economic recovery in the UK will speed up if it is inclusive. Up to £24 bn boost annually to UK economy if racial disparities tackled

✓ 36% better financial returns

✓ £18.63 v £14.33 the difference in starting pay for a white and black graduate.

McKinsey Diversity Wins: how inclusion matters (2020)

The Prince's Responsible Business Network
FINANCIAL WELLBEING AND MENTAL HEALTH

Impact of 2008 recession on ethnic minority groups

- Higher Unemployment
- Lower earnings and self-employment
- Higher housing costs

Existing economic disparities could lead to a profoundly devastating and disproportionate impact of COVID-19 on people from ethnic minority backgrounds – further impacting mental health.
All the above factors have a significant impact on mental health and are linked to higher rates of depression, anxiety and low self esteem.

1. Three quarters of hate crimes are race-related. Two thirds of black Britons have had a racial slur used against them.

2. Higher unemployment and overrepresentation in criminal justice system.

3. Lower access to care: BAME people are more likely to be discriminated against under NHS health care.

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1. Home Office: Hate crime, England and Wales, 2018 to 2019
2. YouGov - Racism BAME June 2020
3. Royal Society of Psychiatrists: Racism and mental health, 2018
OTHER SYSTEMIC CHALLENGES

HOUSING, HEALTH AND JOBS

Higher COVID-19 bereavement rates

Four times more likely to be detained under the Mental Health Act

More likely to live in cramped housing

Many ethnic minority people also have less access to green spaces, which is linked to wellbeing.

ONS: COVID-19 related deaths by ethnic group, 2020
Ethnicity Facts and Figures: Detentions under the Mental Health Act, 2020
Ethnicity Facts and Figures: Overcrowded households, 2018
Runnymede Trust: The race factor in access to green space, 2020
THE SCORECARD REPORT 2018

RACE AT WORK 2018

24,310 TOTAL RESPONSES
6,506 YOUGOV PANEL SURVEY
17,804 OPEN LINKS
17,000+ COMMENTS

The McGregor-Smith Review one year on
RACE AT WORK CHARTER

571 SIGNATORIES (MORE IN THE PIPELINE)

- Appoint an Executive Sponsor for race
- Capture ethnicity data and publicise progress
- Commit at board level to zero tolerance of harassment and bullying
- Supporting equality in the workplace is the responsibility of all leaders and managers
- Take action that supports ethnic minority career progression
THE BLACK VOICES REPORT

SEVEN CALLS TO ACTION

1. **Introduce** ethnicity Pay Gap Reporting
2. **Sponsor** black talent in the workplace
3. **Convene** big conversations for active listening
4. **Participate** in Race at Work 2021 survey
5. **Set and publish** targets
6. **Include** black enterprise in supply chains
7. **Sign** the Race at Work Charter and encourage suppliers too
INCLUSION AND MENTAL HEALTH
CAN YOU BRING YOUR WHOLE SELF TO WORK?

Only 66% of black employees said that they feel included in their teams compared to 70% of white employees.

‘I am given credit for my ideas and contribution to the workplace’ only 49% of black employees believe this compared to 57% of white, Asian, and mixed ethnicity employees.
**ACTIONS FOR EMPLOYERS NOW**

- **Be sensitive:** Significant disparities may already exist for some of your ethnic minority employees inside and outside of the workplace.

- **Give managers space to check in** with employees now about how they are coping the lockdown. Support **employee networks** with creating safe spaces.

- Signpost employees to any financial resources and support services available, and **actively encourage** them to apply for support – **help the application** if appropriate.