



January 2021

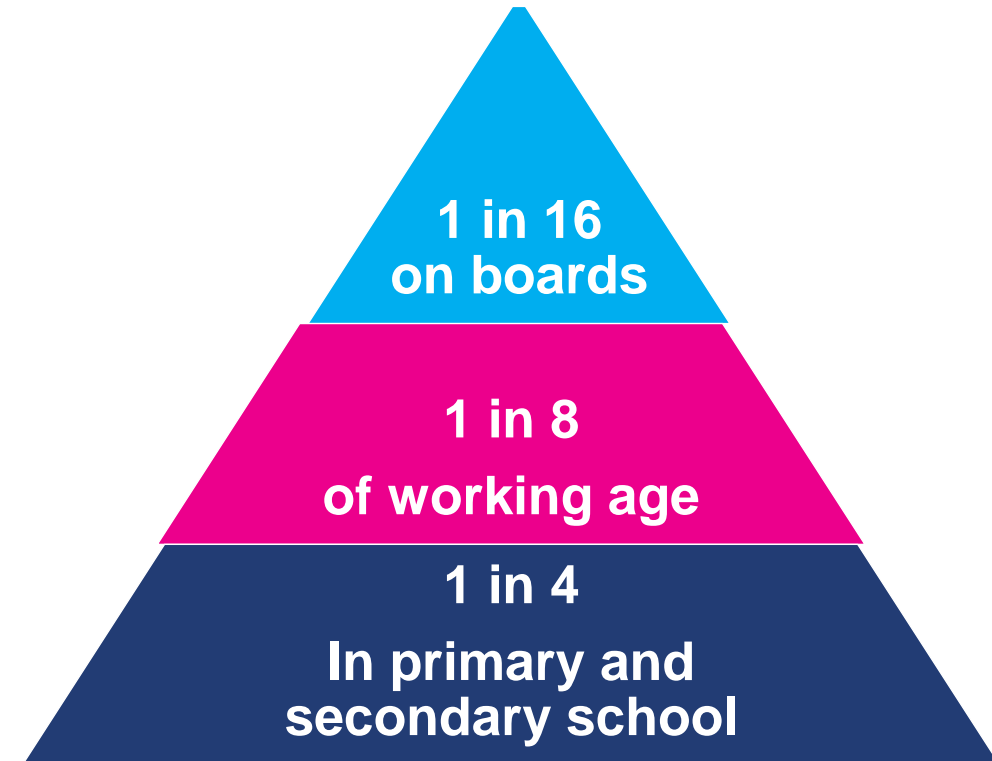
REFRESHING YOUR APPROACH TO DIVERSITY AND INCLUSION - SOM/PHE

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.



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.



RACISM, DISCRIMINATION AND MENTAL HEALTH



Three quarters of **hate crimes** are race-related¹. Two thirds of black Britons have had a **racial slur** used against them².



Higher **unemployment** and overrepresentation in **criminal justice system**.



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

All the above factors have a significant impact on mental health and are linked to higher rates of depression, anxiety and low self esteem.

¹Home Office: Hate crime, England and Wales, 2018 to 2019

²YouGov - Racism BAME June 2020
21/01/2021

³Royal 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.



THE SCORECARD REPORT 2018

RACE AT WORK 2018

The McGregor-Smith
Review one year on

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

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

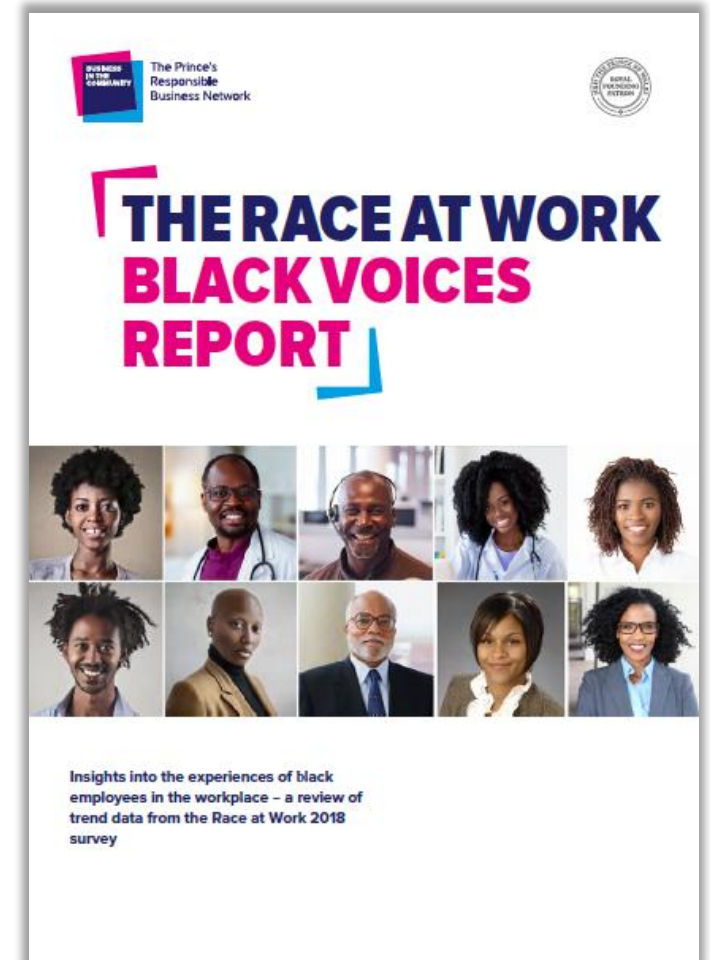


Take action that supports ethnic minority career progression

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 to



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.