



City HR Community Chat this week (and next!)

Equality, Diversity & Inclusion : Focus on Race



Dear HR Colleague,

This week's webinar focussed on what employers can do to improve racial equality in the workplace. There were fascinating metrics, insight and a toolkit which we are pleased to provide with this briefing note.

Our first speaker was **Claire Tunley, Chief Executive** of the newly formed **Financial Services Skills Commission**. Claire shared a vast array of data on ethnicity in the UK, in London and in Financial Services and Insurance sectors, highlighting where as a sector we had made good progress and where we need to take action. Their Snapshot Survey in June 2020 included insights into what firms are saying and doing to address poor BAME equality in organisations. Claire also briefly touched on the latest progress with both social mobility and the apprenticeship agenda, and the resources available for those firms looking for guidance. Her slides are attached.

Our next speaker was **Fenil Khuroya, UK Head of HR at Standard Chartered**. The Bank has recently developed a toolkit entitled "How to have a Conversation about Race". She told us about the listening sessions they have run which were hugely well received. They are also running sessions on unconscious bias, telling stories about race, and dialling up the Inclusion part of D&I. **A copy of their toolkit can be accessed here** https://av.sc.com/corp-en/content/docs/SC_Diversity-Inclusion-Race-Toolkit_Final.pdf

Our final speaker was Suki Sandhu OBE, founder & CEO of Audeliss and INvolve and the curator of the EMpower, OUTstanding and HERoes annual role models lists. Suki was also the facilitator and contributor to the letter to the Sunday Times signed by 26 CEOs saying that they supported greater improvement on race equality - <https://www.audeliss.com/news/a-open-letter-to-uk-business-in-response-to-blacklivesmatter/> Suki shared his view that in the last 5 weeks the world has woken up to the challenges of ethnic minority inclusion, and his passion for inclusive recruitment processes as

well the emergence of D&I Advisory Groups at Board level and CEO's / CHROs specifically looking to hire black or BAME individuals for senior roles.

Finally, City HR has received Board approval for its own strategy on BAME equality in the workplace and will be forming a Working Party. Further details to follow. Recordings of these presentations are available on request from sambailey@cityhr.co.uk and you can also register your interest in contributing to the working party with Sam. Thank you!

Next week's HR chat on 14th July is a Reward Update : Financial Services Sector with Suzanne Bliss from Willis Towers Watson, Claire Morland from Aon McLagan and Carolynne Ruffle from City Pay Associates. More details to follow.

Stay safe

Kind regards,
Andrea and the City HR Team

Andrea

Andrea Eccles
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