

Racial Equality

Over the summer, events in America have highlighted the inequality faced by BAME community. This has led City HR to reflect on how we, as an Association, can help to improve equality, diversity and inclusion for the BAME community within the world of work.

We want to

1. Use our voice to help employers to develop an approach which supports racial equality and be clear that we are doing this to our members, the financial services sector and government bodies.
2. Be a technical resource for metrics, data, insight and progress on BAME issues and share best practice on what firms are doing in order to inspire others to act in a constructive and employment friendly way.
3. For the community, we should participate in consultations relating to employment including social mobility, apprenticeships and Ethnicity Pay Gap Reporting. We should also support talent initiatives that foster more inclusive hiring, development and succession policies.

The Board approved the formation of an Equality, Diversity and Inclusion – Ethnicity Taskforce at their Board meeting on 7th July 2020 which will be Chaired by Fenil Khiroya with Andrea Eccles as the Programme Director.