



## **Update from the EDI Taskforce April 2021**

Those of you who attend the weekly HR Community Chats will have seen that the EDI Taskforce has been active is discussing important issues on our journey to improve race equality. However, with much work now taking place behind the scenes to develop a City HR portal, and considerable research and developments emanating from the Government and other well-connected bodies, it is timely to provide an update from the EDI Taskforce.

The EDI Taskforce was launched in July 2020 in response to the wave of anti-racism protests in the UK sparked by the tragic death of George Floyd. City HR established the taskforce with the objectives of helping members to exchange experiences, identify best practice and share/develop toolkits which provide support to all colleagues on the important issue of race equality. In particular, there was a focus on the attraction of diverse talent, career progression and development, as well as educating allies and colleagues on issues such as language and behaviours to create a positive workplace culture.

### **To achieve these aims, the EDI Taskforce comprises four workstreams:**

Workstream 1: To determine how the Taskforce can collaborate or lobby externally and represent the voice of our membership to government bodies and regulators. This collaboration will save City HR reinventing work that has already been carried out and where this can be shared – on a reciprocal basis with materials from the City HR Association – then this will be elegantly requested.

Workstream 2: To explore the Race Charters that currently exist and how the membership might engage with these.

Workstream 3: To develop narrative, metrics and milestones to measure the progress being made by organisations on this topic.

Workstream 4: To structure our internal and external communications through the collation of research and materials alongside the curation of a portal where members can access best practice tools and research.

**Should members have case studies, toolkits or insights that they are prepared to share then please contact Andrea Eccles at the City HR Office.**

### **Understanding where members are on their journey and impact on projected outcomes:**

Early on in our research it became apparent that the size, location (ie global nature) and maturity of the organisation and where it is on its EDI or race equality journey would impact the recommendations made and materials developed for the varied demographic that comprises the City HR membership.

Each workstream is mindful that outputs need to reflect these varying demographics and journeys.

## Internal Progress

The workstream groups have been conducting research, reaching out to external parties and collating information that will inform the development of the portal and toolkits. In particular, we have:

- Disseminated a toolkit from Standard Chartered on How to Talk about Race
- Invited thought-leaders to share insights on race equality particularly Suki Sandhu OBE, Professor Binna Kandola OBE and the City of London Corporation on race equality statistics. We have also had great insights from Sasha Scott at the Inclusive Group.
- Developed a podcast by Professor Kandola on Creative Conversations About Race

## External Progress – what is happening externally?

The EDI Taskforce has also awaited the various reports or initiatives being taken by the Government and other entities. These include:

- a) The Commission on Race and Ethnic Disparities Report which was published on 31 March 2021. The link to this report is here [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/974507/20210331\\_CRED\\_Report\\_FINAL\\_Web\\_Accessible.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331_CRED_Report_FINAL_Web_Accessible.pdf)

Whilst organisations are currently reviewing the findings of this report, City HR has reported the following:

*“The Association has read the report with great interest. Whilst we feel unqualified to comment on many sections of the report including education, healthcare, policing and other key social issues, we do recommend that member organisations take a particular look at the Section: Employment, Fairness at Work, Enterprise and AI (Pages 105 to 136) alongside Apprenticeships on Page 99. This content has been noted and will be considered in light of our EDI Taskforce objectives”.* Andrea Eccles, CEO, City HR

- b) The Socio-Economic Diversity Taskforce in Financial and Professional Services was launched on 22<sup>nd</sup> March 2021 via the City of London Corporation and City HR is on the programme’s Advisory Board and will shortly circulate some insights from this important initiative.
- c) Ethnicity Pay Gap Reporting: Nothing appeared on the Government website and it may well be that the Government will make further announcements after responding to the Commission on Race and Ethnic Disparities Report.

## What Next?

The EDI taskforce is close to finalising the review phase of its programme and will shortly develop a roadmap for the roll out of support material to members.

Meanwhile, should you be willing to provide any collateral or insights to this Race Equality Programme, Andrea and I would be delighted to hear from you.

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