

22 June 2018

INTRODUCTION

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FINDINGS

INVESTING IN ETHNICITY: ROUNDTABLE ON DATA

HOSTED BY SHELL INTERNATIONAL PETROLEUM COMPANY

INTRODUCTION

Organisations reported that they were on various stages of their journey with many not including ethnicity within their data or finding that they were in USA but not in UK. Public sector organisations have more of a duty to conduct data due to the Equality Act.

ROUNDTABLE OBJECTIVES

- Why we need data on BAME employees
- Understanding how to maximise data and the best implementation
- What to include for BAME employees
- HR data vs employee surveys
- How to maximise the collection of data
- How to form a business case from the data

ATTENDEES

AIG
Atos
Bank of England
BNP Paribas
BP
BT
Channel 4
Deloitte
Environmental Agency
JLL
Lloyds of London
Ministry of Justice
Shell
SPM Group

ACTION GROUP AGENDA

- Speakers: Bank of England: Importance of Data
- Introduction on initiative and story so far
- Brief intro from each member of the Action Group
- Discuss Key Topic Areas and whether to include any further for discussion/brainstorm
- Brainstorm best practice around Key Topic Areas & questions
- Additional information: Other findings
- Conclusion: Discuss next steps

FINDINGS

How often do organisations collect data?

Data surveys are usually carried out every year, although some organisations reported that they update data quarterly. Some organisations that did carry out data on ethnicity realised that their data was becoming redundant due to lack of disclosure or the inability to use said data.

Hurdles of analysing the data:

- The data is often out-of-date because organisations collected the data, but didn't use it
- Disclosure rates are low
- Buy-in to start a process of collecting ethnicity data is low

Business case

- Help improve representation of BAME employees, especially at senior levels to better service clients, customers and the community
- Build a picture of your organisation
- Quantitative vs qualitative: Lived experiences
- If your organisation can't get buy in for quantitative data then try the qualitative approach to build a business case through the network and focus groups

Including the right information in data collection:

- Levels within the organisation
- Business lines or departments
- Breakdown of ethnic origin
- Employee life cycle, i.e. hiring, promotion, attrition rates

Other qualitative areas were considered in a separate Employee Survey:

- Sickness rates
- Wellbeing

Improving disclosure rates

- Get senior champions or leaders to advocate and talk about the benefits of disclosing for data
- Be clear and transparent on the use of the data and outcomes achieved from data collection. Explain why data is important to your organisation
- Use every comms channel regularly, ideas include:
 - Printed booklets – explaining data on every desk
 - Internal systems: Intranet communication and notifications