

Resources for Race at Work Charter Signatories

This document contains information and guidance for organisations who have newly signed the Race at Work Charter.

Welcome to Business in the Community's Race Equality Campaign

We are committed to empowering employers to accelerate change for Black, Asian, Mixed Race and other ethnically diverse employees in the workplace. We work with our network of partners from private and public sectors to offer tailored practical advice on improving employment opportunities for Black, Asian, Mixed Race and other ethnically diverse employees across the UK. Our campaign is the only race diversity campaign that has access to, and influence over the leaders of the UK's largest organisations.

The Business in the Community Race Equality Campaign has three key priority areas for action: leadership, progression and recruitment.

Signing up to the Charter means taking practical steps to ensure your organisation is tackling barriers that ethnic minority people face in recruitment and progression and that the organisation is representative of communities, customers and clients and British society today. Our research has identified seven key areas which now comprise our **Race at Work Charter commitments**.



1. Appoint an Executive Sponsor for race



2. Capture ethnicity data and publicise progress



3. Commit to zero tolerance of racial harassment and bullying



4. Supporting equality is the responsibility of all leaders



5. Support ethnic minority career progression



6. Support Race Inclusion Allies in the workplace



7. Include ethnically diverse led businesses in supply chains

Supporting employers with the Race at Work Charter

Principle

Resources

1. Appoint an executive Sponsor for Race

- [Top tips to become a visible leader on ethnicity](#)
- [Briefing: Engage in two-way mentoring models - what is reverse mentoring?](#)

Available to BITC Members only*

- How to set ethnicity targets
- How to make the case for action and engage your people

2. Capture ethnicity data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [5 steps to a successful monitoring programme](#)
- [A Guide for General Counsels Insights into Ethnicity Pay Gap Reporting](#) and accompanying [webinar](#).

3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying for charter signatories](#)
- [Tackling Harassment and Bullying from Customers and clients](#)
- [Spotlight - The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- Short films, infographics and reports produced in collaboration with the University of Manchester's Centre on Dynamics of Ethnicity (Available on request)

Available to BITC Members only*

- Bespoke Bullying and Harassment Bystander Training and [Let's Talk about Race](#) workshops

4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Business must not let race equality gap widen during COVID-19 crisis](#)
- [Briefing on SMART performance objectives](#)

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- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)

5. Take action that supports ethnic minority career progression

- [Webinar: Progression and Talent PLF](#)
- The Cross Organisational Mentoring Circle approach (available on request).

6. Support Inclusion Allies in the workplace

- [Supporting Inclusion Allies](#)

7. Inclusive Supply chains

- [Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain](#)
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