

RaceEqualityMatters.com

RACE
EQUALITY
WEEK

6-12 February 2023

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#ActionDrivesChange



DAY 5

WILL YOU JOIN MILLIONS OF OTHERS
TODAY TO TURN WORDS AND THOUGHTS
INTO ACTION?



THE BIG PROMISE DAY

Over the last 4 days we have explored just some of the key and DAILY issues that are so hurtful, damaging, and excluding to your ethnically diverse colleagues, community friends and families (we appreciate many of you may have experienced it directly yourselves).

DO WE STEP BACK, WALK AWAY, IGNORE OR TAKE ACTION?

The only way to achieve equity and equality is for each and every one of us to take action.

#ItsEveryonesBusiness.

You can start to change the world today by making your Big Promise now:
go to the Big Promise tool



WHY THE BIG PROMISE?

Race Equality Matters carried out in-depth interviews and research, which evidenced that the majority of ethnically diverse employees feel that there has been very little visible action to move towards the deeper and more meaningful change required to drive race equality.

There has been the will and call for action by leaders and organisations, especially two years ago, but it is clear that for many organisations, the experiences of their employees when it comes to unfairness, inequality and pain have generally not changed.


Whilst there are some organisations that have started to make progress, typically driven by the few individuals, meaningful change will only happen if EVERYONE gets involved and commits to driving change. **#ItsEveryonesBusiness**

Through one-to-one interviews and group workshops with the Race Equality Matters community, and by collaborating with the governance forum and Dr Karl George MBE, we identified promises that are measurable, accountable, and transparent and that will create meaningful change. This included reviewing 15 race charters which collectively drew together 200+ suggested commitments and pledges

They are known as the **Big Promise**.

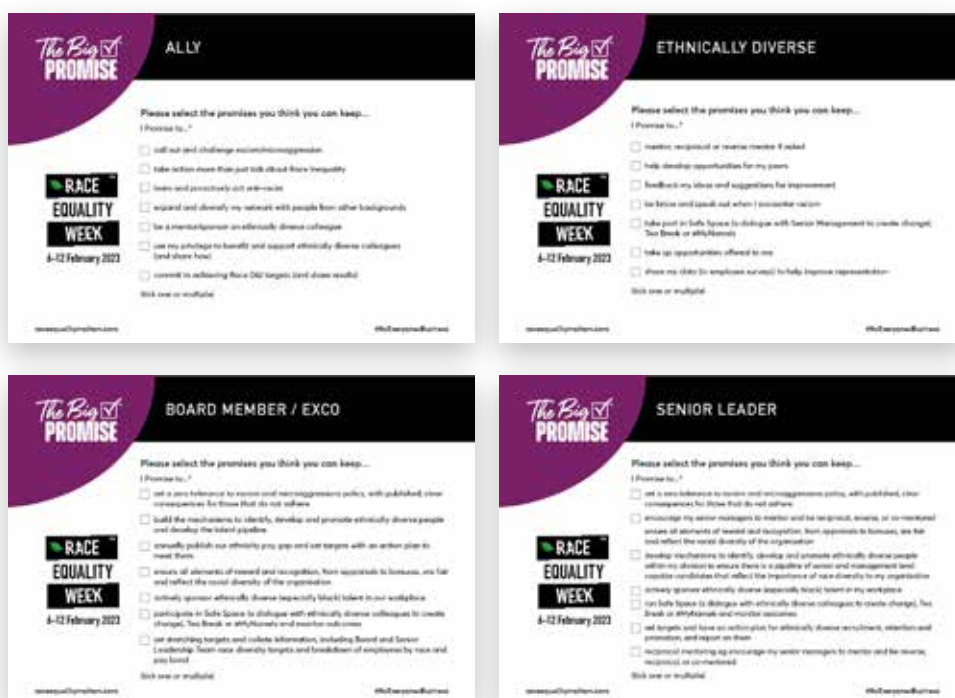
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MAKE YOUR BIG PROMISE/S TODAY

 To help you make that commitment we have identified bespoke sets of Magnificent 7 promises for:

- Board, ExCo and C-suite
- Senior leaders
- Allies
- Ethnically diverse colleagues

The sets of 7 promises have been developed specifically so that each will make a real impact on race inequality in the workplace.



**We've made ours.
Will you make yours?**



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Each promise has been determined by those with a lived experience of racial inequality. By this we mean people who have faced race-related challenges in the workplace (and in society) in a variety of circumstances.

These challenges include racism and microaggressions and barriers to career progression as well as discriminatory and unequal recruitment, development, and progression practices.

We hear their stories every day, and we want organisations and their employees to listen to what has been said and take action so that we can improve the lived experience for people, now and in the future.

ACTION



Please take some time to review the promises for your stakeholder group and reflect on which promise or promises you can make.

- Choose your Big Promise/Promises
- Promote your Big Promise
- Keep your Big Promise.
- Encourage your organisation to implement the Big Promise so everyone gets involved.

#ACTIONDRIVESCHANGE

IF NOT NOW WHEN?

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