Inclusive Employers

Racism in the workplace

Black and ethnic minority people are still not proportionally represented in the workplace.

We know from research that diverse leadership teams make businesses more successful in every way – but we have yet to see this insight turned into action.

Inclusive Employers has launched an anti-racism toolkit to support organisations to build anti-racist cultures. The toolkit **'Building an anti-racist culture: A toolkit for your workplace'** is designed to help you to embed an anti-racist culture in your organisation.

This infographic explores why we need to **act now** to make positive change.

The UK's working age population

12.5% of the UK's working age population is from a black or ethnic minority background

10% of the UK workforce is black and ethnic minority

6% of management positions in the UK are held by black and ethnic minority people

Source: McGregor-Smith Review

> "BME workers have borne the brunt of the pandemic. They've been more likely to work in industries like hospitality and retail that have been hit hard by unemployment."
>
> Frances O'Grady
> TUC General Secretary

Unemployment among black and ethnic minority groups

1 in 11

Unemployment among white workers

1 in 25

Source: McGregor-Smith Review

All black and ethnic minority groups are more likely to be overqualified than white ethnic groups, but white employees are more likely to be promoted than all other groups.

Source: McGregor-Smith Review

> "There is discrimination and bias at every stage of an individual's career, and even before it begins."
>
> Baroness McGregor-Smith CBE

70% of ethnic minority workers have experienced **racial harassment** at work in the last five years

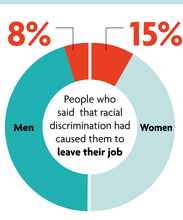
60% of ethnic minority workers say they have been subjected to **unfair treatment** by their employer because of their race

40% of those who reported a racist incident said they were either **ignored**, or that they had subsequently been identified as a **'trouble maker'**

Source: TUC Racism at Work Survey

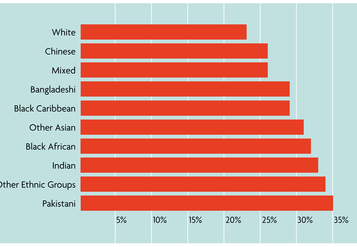
> "I've had three workplaces where I've had to bring grievances that were race related. I ended up on anti-depressants and suicidal - it makes you forget who you are, your strengths, your abilities. I'm a skilled intelligent woman who's worked for 35 years, and I ended up barely able to send an email."
>
> Black British Female

Source: TUC Racism at Work Survey



Source: TUC Racism at Work Survey

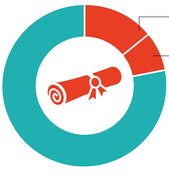
Percentage of employees reporting that they have been overlooked for promotion, by ethnic group



Source: McGregor-Smith Review

None of the 'top three' roles in any FTSE 100 company are held by black people (and only 10 out of 297 are from ethnic minority backgrounds)

Source: Personnel Today



22% of all UK university graduates are from black and ethnic minority backgrounds

Yet only

8% of all executive roles, among the UK companies in the study, were held by members of that group

Source: McKinsey

Common microaggressions and subtle acts of exclusion

- Asking "where are you really from?" to anyone who is not white
- Making jokes about people from certain backgrounds always being late, having smelly food etc.
- Assuming that the white person in the meeting is the leader or decision-maker
- Questioning or minimising lived experiences
- Saying "you speak good English" to someone who was born here
- Having different expectations of various people based on stereotypes e.g. Asian people are hardworking and meek, so it's ok to dump extra work on them

Yet...

The most ethnically diverse companies are

36% **more profitable** than the least diverse

Source: McKinsey

Inclusion and diversity are critical factors Gen Z considers when deciding **whether or not** to join an employer

Only **23%** **calculate** their ethnicity pay gap

and only **1 in 10** **report** their ethnicity pay gap

Sources: ONS and ONS

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