

Improving equality at work for BME employees 11th October 2017

CONDITIONS FOR USE OF TRANSCRIPTS:

This document is intended to provide a timely reference for interested parties who are unable to attend the event to which it refers. Some portions are based on transcripts of proceedings and others consist of text submitted by speakers or authors, and are clearly marked as such. As such, <u>apart from where it is indicated that the text was supplied by the speaker</u>, it has not been possible for the transcript to be checked by speakers and so this portion of the document does not represent a formal record of proceedings. Despite best endeavours by Westminster Forum Projects and its suppliers to ensure accuracy, text based on transcription may contain errors which could alter the intended meaning of any portion of the reported content. Anyone who intends to publicly use or refer to any text based on the transcript should make clear that speakers have not had the opportunity for any corrections, or check first with the speaker in question. If in doubt please contact the forum first.

Contents

About this Publication	3
Agenda	4
Session Chair's opening remarks	
Dawn Butler MP, Shadow Secretary of State for Women and Equalities (transcript)	6
Racial equality in the workplace and society - the current national picture	
Rosie Wallbank , Project Manager, Equality and Human Rights Commission (<i>transcript</i>)	7
Frank Soodeen, Head of Public Affairs, Joseph Rowntree Foundation (transcript)	10
Questions and comments from the floor (transcript)	13
Key recommendations from the Race in the Workplace Review and implementation challenges for business	
Sandra Kerr, Race Equality Director, Business in the Community (transcript)	17
Questions and comments from the floor (transcript)	20
Promoting diverse workplaces and priorities for tackling discrimination and bias	
Caroline Noblet, Partner, Global Co-Head of Labour and Employment, Squire Patton Boggs (transcript)	27
Dr Kenisha Linton, Senior Lecturer, Human Resources and Organisational Behaviour,	
University of Greenwich (transcript)	30
Marjorie Strachan, Head of Inclusion, RBS (transcript)	32
Questions and comments from the floor (transcript)	34
Session Chair's closing remarks	
Dawn Butler MP, Shadow Secretary of State for Women and Equalities (transcript)	41
Session Chair's opening remarks: Addressing inequalities in the workforce Regar Kline Joint Director, Workforce Regarding Standard Research and Engagement, NHS England and Author	
Roger Kline , Joint Director, Workforce Race Equality Standard Research and Engagement, NHS England and Author, <i>The Snowy White Peaks of the NHS (transcript)</i>	43
Questions and comments from the floor (transcript)	43
	47
Improving access to elite professional occupations and leadership roles	
Dr Nike Folayan, Chairperson, Association for Black and Minority Ethnic Engineers UK (transcript)	51
Raphael Mokades, Founder and Managing Director, Rare Recruitment and Leonie Campbell-King, Lawyer, Clifford	
Chance (transcript)	52
Nigel Warner, Director, Lexington Communications and Co-Founder, Creative Access (transcript) Dr Miranda Brawn, Barrister, Diversity Leader, Founder and Chief Executive Officer, The	54
Miranda Brawn Diversity Leadership Foundation (transcript)	56
Professor Shamit Saggar, Professor of Political Science & Public Policy, Institute for Social & Economic Research	
and Associate Pro-Vice-Chancellor for Research, University of Essex (text to be submitted by speaker)	58
Questions and comments from the floor (transcript)	59
Session Chair's and Westminster Employment Forum closing remarks	
Roger Kline, Joint Director, Workforce Race Equality Standard Research and Engagement, NHS England and Author,	
The Snowy White Peaks of the NHS (transcript)	68
Sean Cudmore, Associate Editor, Westminster Employment Forum (transcript)	69
List of Delegates Registered for Seminar	70
Contributor Biographies	77

Please be advised that speakers' PowerPoint presentations are included within the transcript itself, just beneath the relevant speaker's text. Please note that not all speakers are able to grant permission for us to include their slides.

About this Publication

This publication reflects proceedings at the Westminster Employment Forum Keynote Seminar: Improving equality at work for BME employees held on 11th October 2017. The views expressed in the articles are those of the named authors, not those of the Forum or the sponsors, apart from their own articles.

Although Westminster Employment Forum is grateful to all sponsors for the funding on which we depend, participation in events and publications is never conditional on being a sponsor. As well as funding ongoing operations, sponsorship enables the Forum to distribute complimentary copies of publications, and offer complimentary tickets for events, to Government ministers, parliamentarians and officials most involved in policy.

This publication is copyright. Its copying, in whole or in part, is not permitted without the prior written consent of the publishers. However, extracts of the text may be reproduced for academic or review purposes, subject to the conditions of use outlined in the previous page, providing they are accurate, are not used in a misleading context and the author, their organisation and the Westminster Employment Forum are acknowledged. We would also appreciate being informed.

Westminster Employment Forum

UK Headquarters 4 Bracknell Beeches Old Bracknell Lane West Bracknell Berkshire RG12 7BW

T: 01344 864796 F: 01344 420121 publications@westminsterforumprojects.co.uk

Directors Peter van Gelder Chris Whitehouse