



WIG

The Whitehall & Industry Group
connecting the sectors



'People' Series

Maintaining the momentum of D&I

Expert Insight

We were joined by Abu Bundu-Kamara, Global Diversity & Inclusion Leader at Boeing, to discuss how the momentum of D&I can be maintained in the context of recent world events. He touched upon points including:

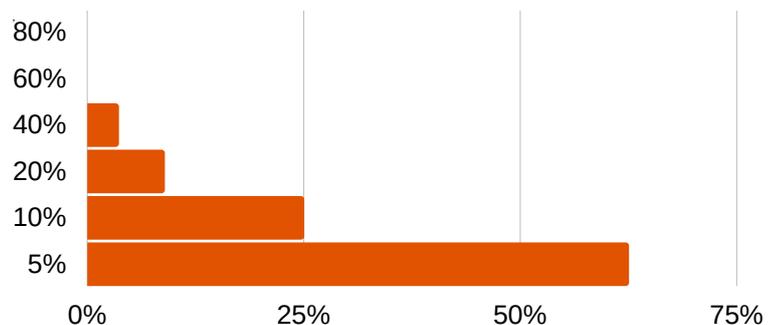


- During the COVID-19 period, women and those from diverse backgrounds have felt particularly excluded in the workplace. There are huge disparities between the impact of COVID-19 on different communities; black people have been shown to be 4 times more likely to die from COVID-19 than white people, which has had a devastating impact on the black community. We must therefore be sensitive and empathetic to what individuals are going through at this time and ensure that those most affected can be included.
- To tackle the disproportionate impact of COVID-19 on employees, employers must carry out race equality impact assessments on all business decisions, review and monitor which employees are earmarked for furlough/redundancy to ensure these do not disproportionately affect BAME colleagues, and pro-actively encourage more health and wellbeing sessions for employees from diverse backgrounds.
- Organisations must also tackle the structures that systematically disadvantage some and advantage others. For example, progression and senior leadership positions are more difficult for employees of diverse backgrounds to attain. In fact, there is only 1.5% BAME representation in leadership positions in the UK public and private sectors.
- Abu recommended seven disruptive actions to address race equality in organisations: (1) publish aspirational targets, (2) establish a race task force with executives and senior leaders only, (3) carry out ethnicity pay gap reporting, (4) ensure that senior executives take accountability and ownership of key targets and KPIs, (5) carry out talent spotlighting, (6) implement organisation-wide racial micro-aggression training, and (7) monitor performance ratings for diverse groups.

Cross-sector Opinion

Attendees from the breadth of our cross-sector membership listened in, we asked them:

What do you think is the representation of black people in leadership positions in the public and private sectors in the UK?



Our members' questions

Our members raised some challenging questions to be answered, some of the big issues raised included:

- Achieving positive action without tokenism and successfully supporting diverse talent management and talent spotlighting
- Approaches to tackling microaggression at different levels and the link with unconscious bias
- Encouraging conversations around race, inclusive language and the use of the term 'BAME'
- The importance of building a psychologically safe work environment for inclusivity
- The role of staff networks and actions for changing bias and prejudice within an organisation
- Addressing white fragility and empowering allyship from other groups

WIG members can listen to Abu's presentation [here](#)
To see our full programme of webinars, visit www.wig.co.uk