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Business Network



Newcastle Building Society

LET'S TALK ABOUT RACE

April 2023



OBJECTIVES



UNDERSTAND why it's vital that we talk about race



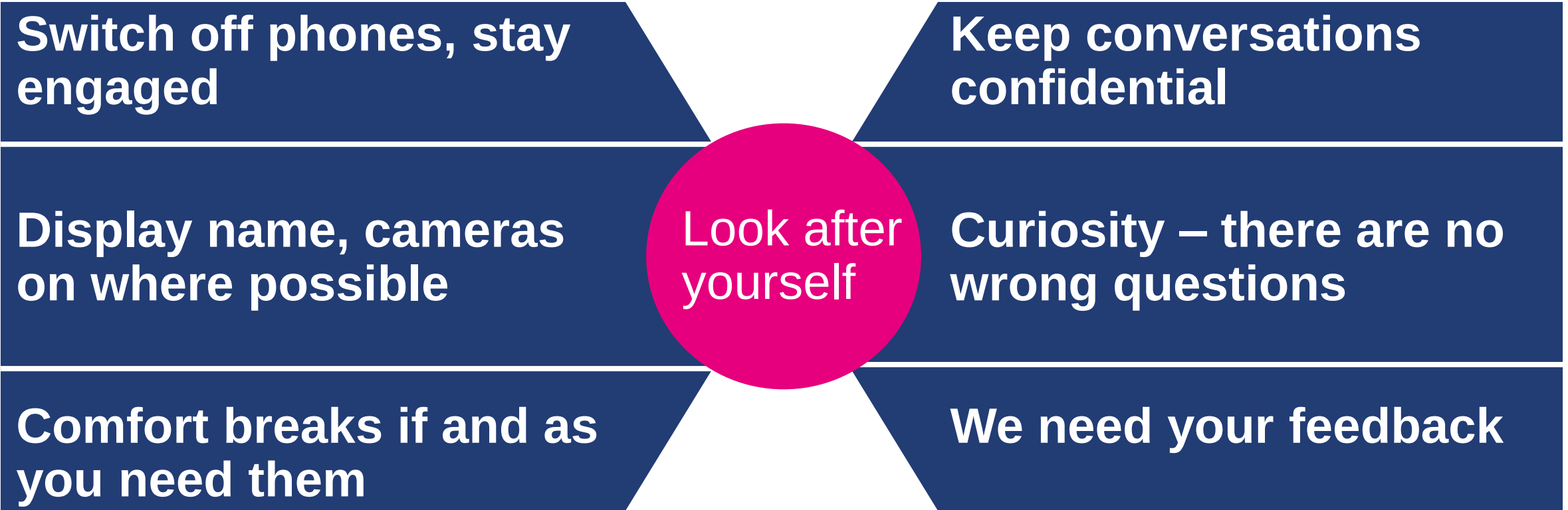
FEEL more comfortable talking about race



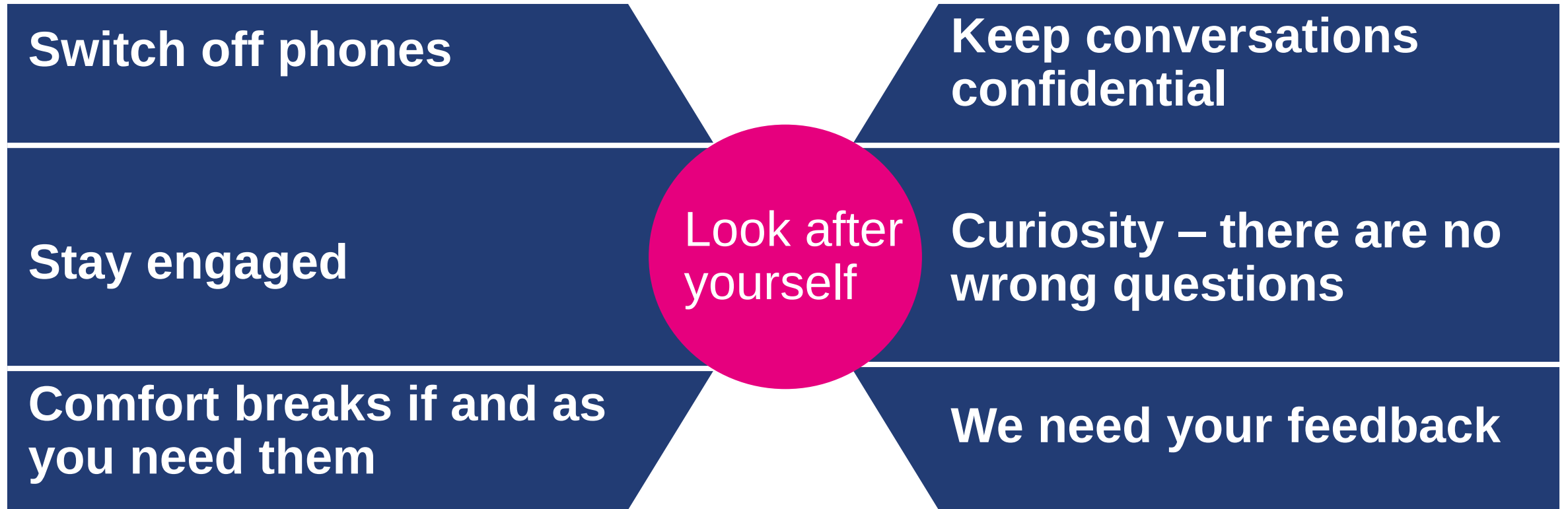
BE EMPOWERED to start honest, constructive and respectful discussions with colleagues

WHAT DO YOU WANT TO GET OUT OF TODAY'S SESSION?

GROUND RULES AND ETIQUETTE



GROUND RULES



TODAY'S TOPICS

1 How do we define Race?

2 Why should we talk about Race

3 How should we talk about Race?

4 Take-aways and calls to action



HOW DO WE DEFINE **RACE**?





HOW WOULD YOU DEFINE RACE?

DEFINITIONS

RACE In the context of the UK's Equality Act 2010, includes a person's skin colour. Modern scholars regard race as a social construct.

NATIONALITY = the status of belonging to a particular.

ETHNICITY = affiliation with a social group that shares cultural traditions and history

Race and **ethnicity** are often used interchangeably. However, there are differences between the two.

GROUP DISCUSSION

Think about how your race has impacted your life so far.



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WHY SHOULD WE TALK ABOUT **RACE**?



WHY DO WE NEED TO TALK ABOUT RACE?

1. THE BUSINESS CASE

Ethnically diverse companies

**DO BETTER
FINANCIALLY**

£24BN

to the UK economy if
employers get race equality
right

These are not the only reasons...



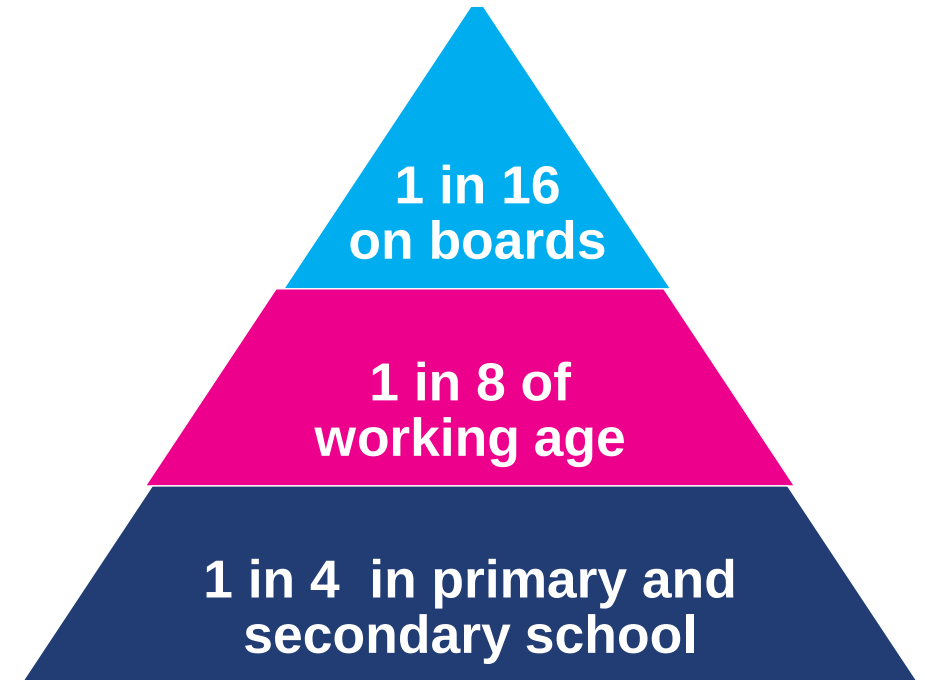
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WHY DO WE NEED TO TALK ABOUT RACE?

2. REPRESENTATION IS NOT REAL YET

Less than 2% of top management roles are held by black employees

These are not the only reasons...



REPRESENTATION IN NEWCASTLE BUILDING SOCIETY

TRENDS AND PATTERNS

For all ethnically diverse groups, NBS is behind Newcastle Upon Tyne:

- Asian, Asian British or Asian Welsh - 7.9% disparity
- Black, Black British/Welsh, Caribbean or African – 2.63% disparity
- Mixed or Multiple ethnic groups – 1.33% disparity
- Other ethnic groups – 3.03% disparity.

White colleagues are overrepresented by around 11.56% in comparison to Newcastle Upon Tyne.

Ethnic Group	2021 Number	2021 Percentage
Asian, Asian British or Asian Welsh	5,515,420	9.3
Black, Black British/Welsh, Caribbean or African	2,409,278	4.0
Mixed or Multiple ethnic groups	1,717,976	2.9
White	48,699,249	81.7
Other ethnic group	1,255,619	2.1
Total	59,597,542	100

Table 1. Ethnic group distribution England & Wales 2021

Ethnic Group	2021 Number	2021 Percentage
Asian, Asian British or Asian Welsh	34,128	11.3
Black, Black British/Welsh, Caribbean or African	9,921	3.3
Mixed or Multiple ethnic groups	6,920	2.4
White	240,002	79.9
Other ethnic group	9,156	3.1
Total	300,127	100

Table 2. Ethnic group distribution Newcastle Upon Tyne 2021

Ethnic Group	2022 Number	2022 Percentage
Asian, Asian British or Asian Welsh	51	3.4
Black, Black British/Welsh, Caribbean or African	10	0.67
Mixed or Multiple ethnic groups	16	1.07
White	1370	91.46
Other ethnic group	1	0.07
Missing data	39	2.6
Prefer not to say	11	0.73
Total	1498	100

Table 3. Ethnic group distribution Newcastle Building Society

WHY DO WE NEED TO TALK ABOUT RACE?

3. INEQUALITIES PERSIST

Black, Asian and ethnic minority colleagues are paid up to **14% LESS** for the same work

33% of black employees feel that their ethnicity will be a barrier to their next career move, compared with **1%** of white employees

White names on CVs get **50%** more call-backs



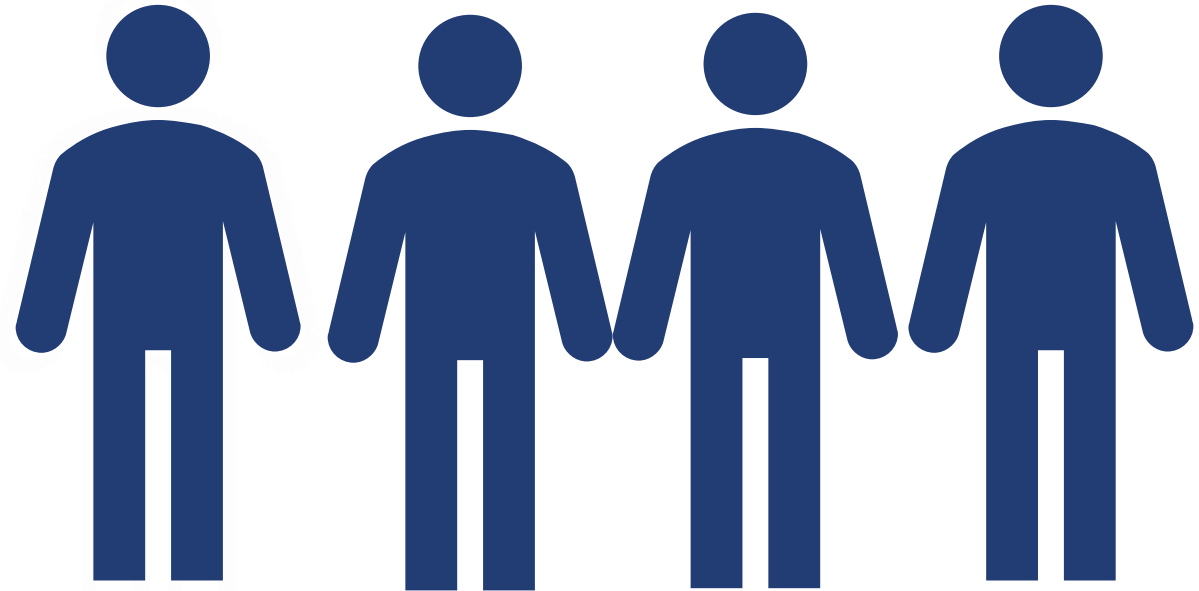
Black and Asian employees at PwC UK paid 13% less than other workers



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In 2021, **29% of Black** and **27% of Asian** employees said that they had witnessed or experienced bullying and harassment from their managers

59% of ethnic minority employees have faced unwanted behaviours at work



INGREDIENTS FOR AN EFFECTIVE APPROACH

The Race At Work Charter



Appoint an executive sponsor for race equality



Capture ethnicity data and publicise progress



Commit at board level to zero tolerance of harassment and bullying



Make EDI the responsibility of all leaders and managers



Take action that supports ethnically diverse employee career progression



Support race inclusion allies in the workplace



Include ethnically diverse-led enterprise owners in supply chains



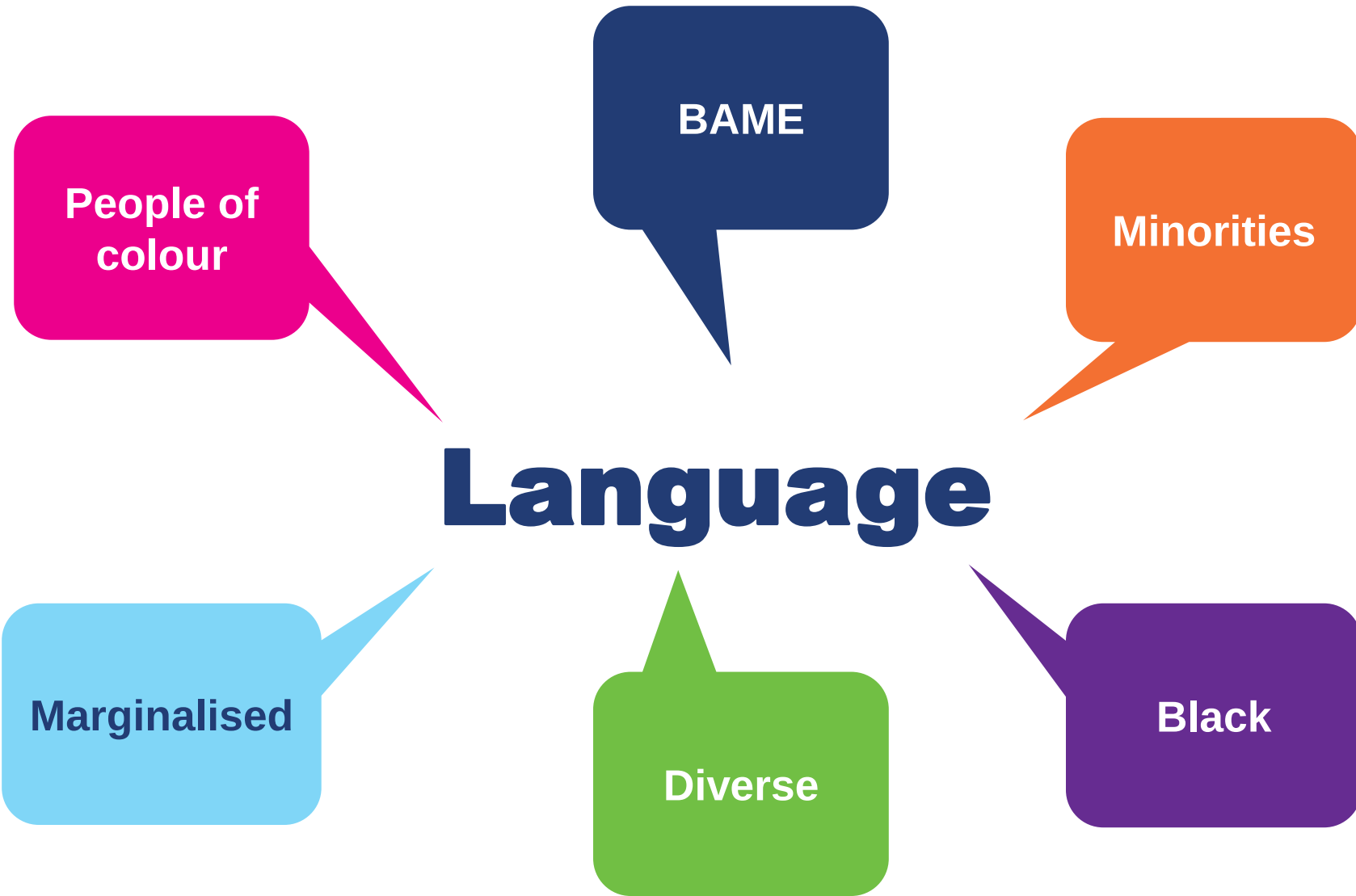
HOW SHOULD WE TALK ABOUT **RACE**?



**WE CAN'T ADDRESS
WHAT WE DON'T
TALK ABOUT.**



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Our Guiding Principles

Be Thoughtful

Avoid
generalisations
about groups
of people

Be Confident

Making
mistakes is
part of
the learning
process

Be Humble

Show care
and humility to
others
and yourself

Be Respectful

Reflect
people's identity
and how they
describe
themselves

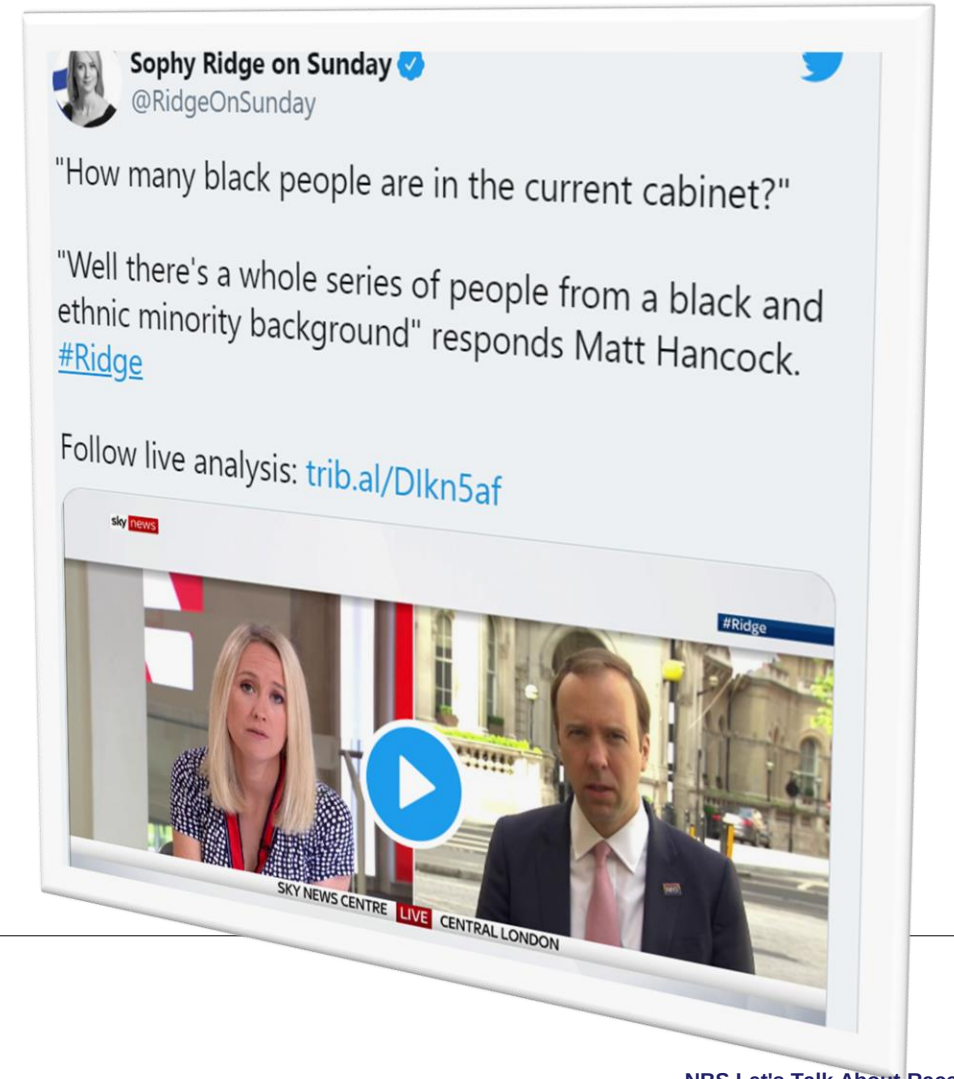
Be Specific

Avoid
acronyms like
PoC or BAME
when possible,
and
understand
what they
mean

Be Brave

Don't let
fear become a
barrier to
engaging

TERMINOLOGIES ARE EVOLVING



NBS Let's Talk About Race

24/03/2024

PRIVILEGE



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Key Words

Privilege

“the absence of impediment”

or

a structural advantage

...that impacts people based on their unique characteristics

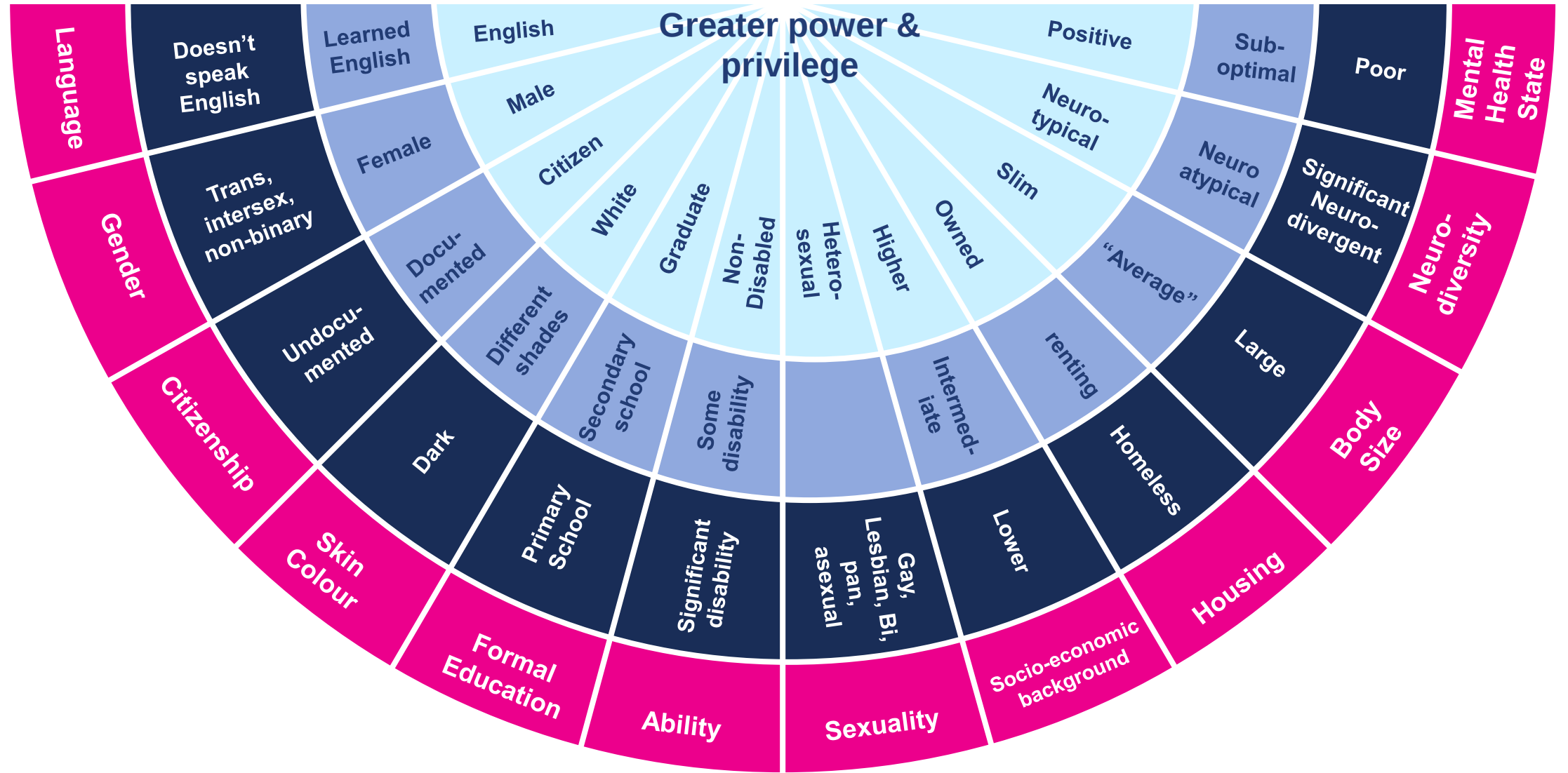


Please note that John uses the term able-bodies which is a term that isn't really used any more. This just echos the point that language evolves, Alternative terms are "people without disabilities" or "not living with a disability"

<https://www.bbc.co.uk/bitesize/articles/zrvkbqt>

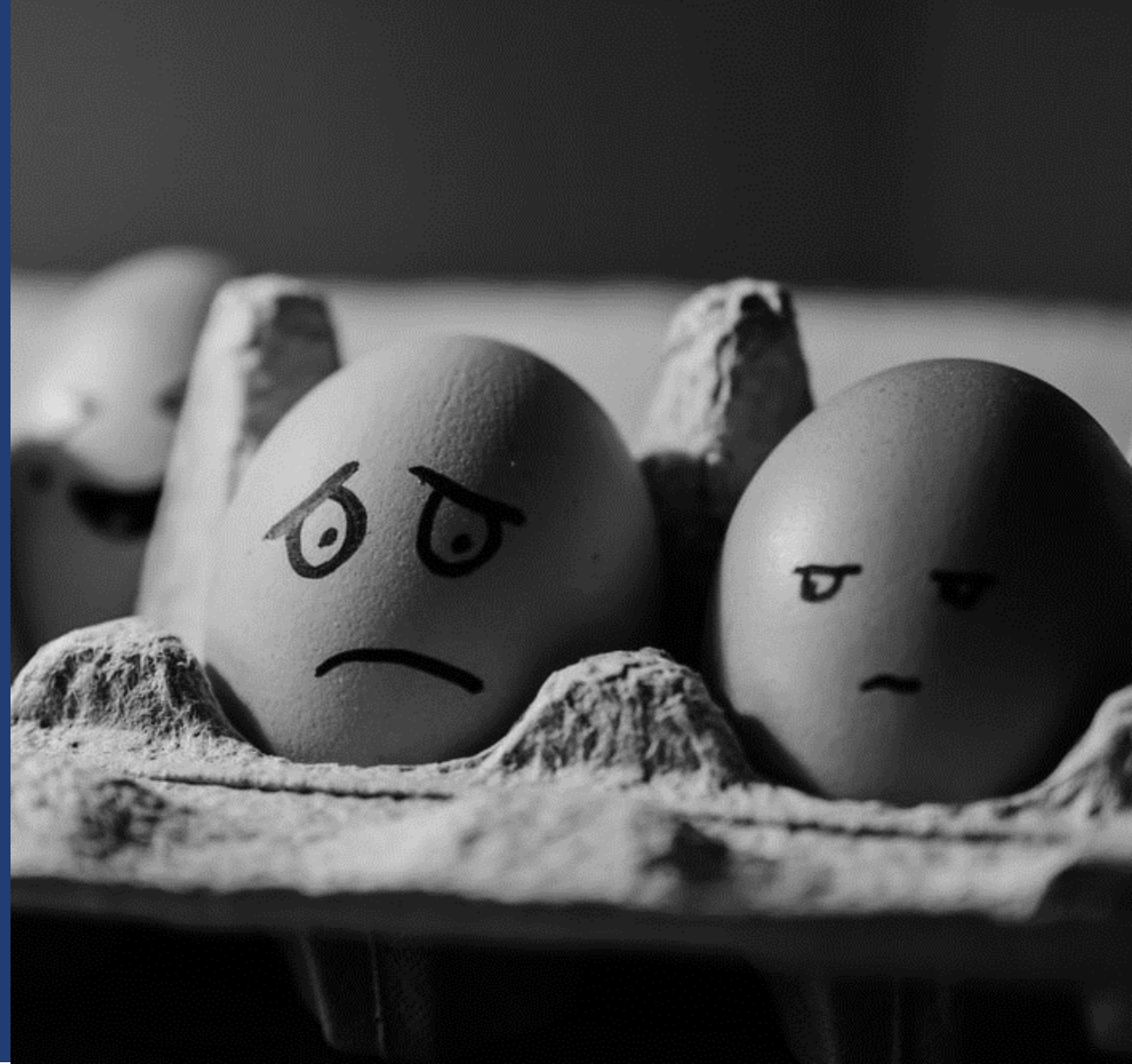
Accessing Privilege

- I can easily locate or purchase access to information services such as computers, the internet and books
- I can easily volunteer for any organisation and potentially become a leader
- How I act isn't seen as representative of everyone of my race, religion, class etc.
- I can walk safely through my neighbourhood or city without fear of attack or arrest for just being who I am
- I can attend events without worrying about accessibility issues
- I can express affection in most social situations without fear of hostile treatment or violence
- I can expect to have time off to celebrate religious holidays without having to use my annual holiday allowance
- I can be sure that my gender identity will be present when filling in official documentation
- People don't assume I'm closed-minded because of my age



Group discussion

How did this make you feel?





MICRO-BEHAVIOURS



WHAT ARE MICRO-BEHAVIOURS?

- Small, often **subconscious**
- **Difficult to pinpoint, challenge and respond to** without being seen as 'overly sensitive'
- As a result, they can make a person feel uncomfortable or uneasy



MICROAGGRESSIONS



Source: Fusion Comedy

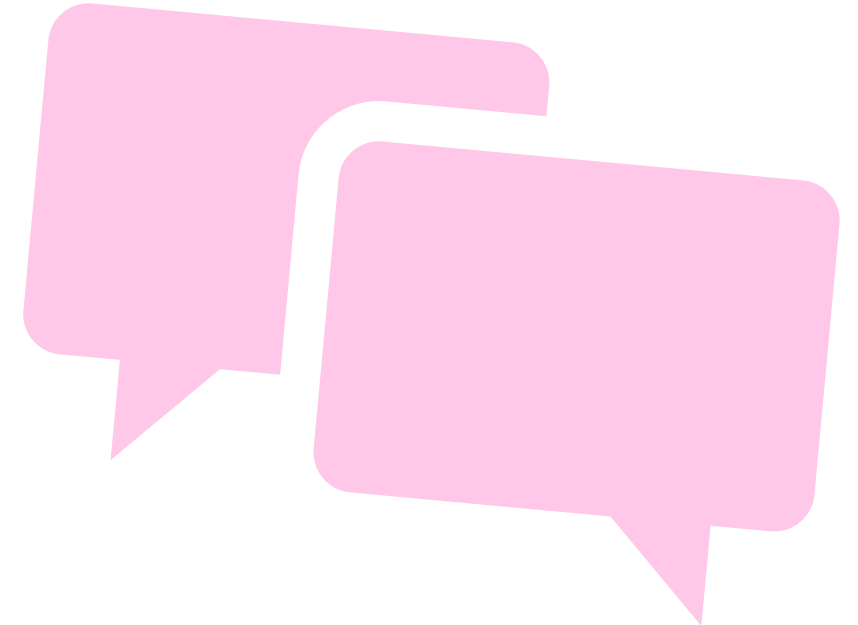
EXAMPLES OF MICRO-BEHAVIOURS

NON-VERBAL	VERBAL	BEHAVIOURAL	SITUATIONAL
No eye contact	Asking for comment	Including	Choice of work activities
Body orientation	Listening	Tasks distribution	Position of facilities (restroom, locker room)
Attention: checking phone or watch	Inviting	Remembering (name and other details)	
Mirroring	Interrupting	Ideas appropriation	

RACIAL MICROAGGRESSIONS

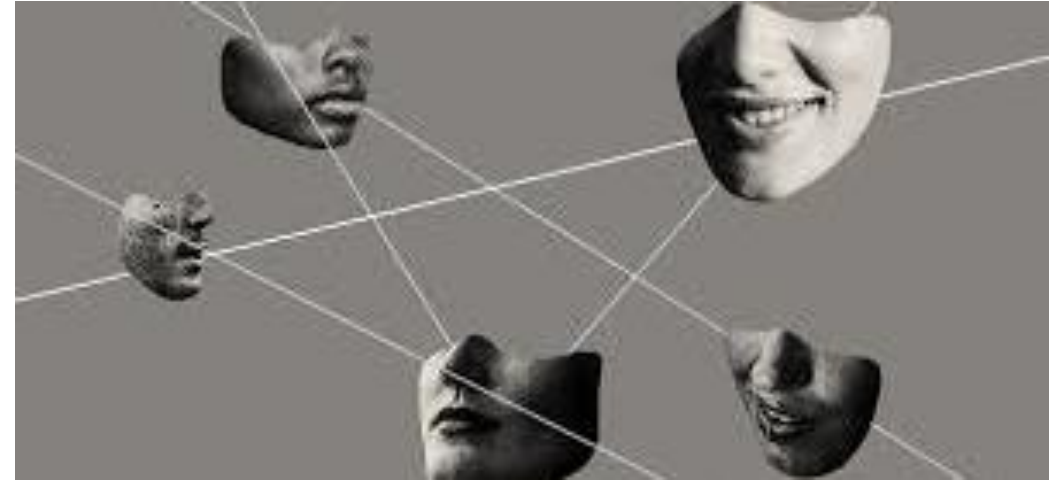
GROUP ACTIVITY

- Now that we know what a micro-behaviour is, we want you to think of some specific racial micro-aggressions.
- Have a minute to reflect.
- We will then come together as a group to discuss.



Microaggressions & Wellbeing

Microaggressions and discrimination is linked to increased incidence of mental illness, poverty, violence and inequality, making it hard to isolate due to so many factors at play.



Stress

- Increased levels of cortisol
- Higher blood pressure
- Higher heart rate

Sleep

- Less deep slow- wave sleep
- Critical for supporting the immune system, hormones and mental function

Mental Health

- Increased incidence of;
- Depression
- Anxiety
- Suicidal thoughts

Physical Health

- Negative impact on
- Morbidity
- Hypertension
- Cardio-vascular disease



TAKE-AWAYS AND CALLS TO ACTION



SIT WITH THE DISCOMFORT



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WATCH YOUR MICRO- BEHAVIOURS



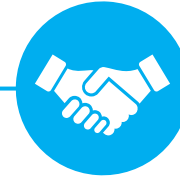
EDUCATE YOURSELF



CALLS TO ACTION

SHARE

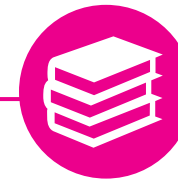
What you have learnt with others – encourage other colleagues to register to attend a future session



BE AN ALLY
Take action, support or join up to a network



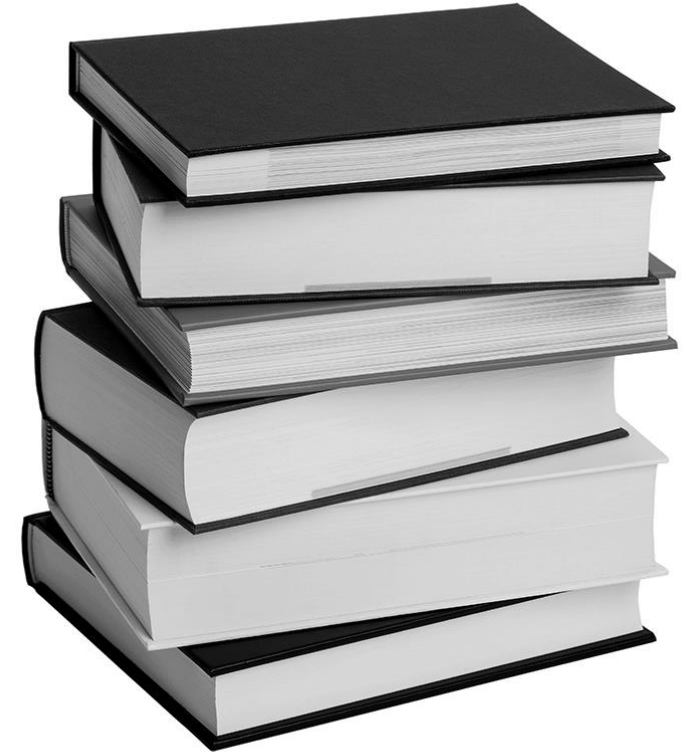
LISTEN to the voices of those you are allying yourself



EDUCATE
yourself on the issues affecting minority groups

RECOMMENDED READING LIST ON RACE

1. How to be an Anti-Racist, by Ibram X. Kendi
2. Why I'm No Longer Talking to White People About Race, by Reni Eddo-Lodge (2017)
3. Natives: Race and Class in the Ruins of Empire, by Akala (2018)
4. Brit(ish): On Race, Identity and Belonging, by Afua Hirsch (2018)
5. White Teeth, by Zadie Smith (2000)
6. White Fragility, by Robin DiAngelo
7. Black and British: A Forgotten History, David Olusoga (2016)
8. White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh



DIVERSIFY YOUR PROFESSIONAL AND PERSONAL CONTENT (RACE)



HOW YOU CAN FILL THE LEADERSHIP VOID

Available 22 July 2021
PRE-ORDER NOW
bit.ly/PromisesOfGiants



John Amaechi OBE (He/Him) · 2nd
Founder & Everyday Jedi at APS Intelligence Ltd #LinkedIn Top Voices 2020: UK Influencers
Talks about #antiracism, #leadership, #rolemodels, and #jedireflections
London, England, United Kingdom · [Contact info](#)

APS Intelligence

NETFLIX

13TH

13TH

2016 | 15 | 1h 40m | Documentaries

In this thought-provoking documentary, scholars, activists and politicians analyze the criminalization of African Americans and the U.S. prison boom.



YouTube

anti racism



Ibram X. Kendi
AUTHOR AND HISTORIAN

The difference between being "not racist" and antiracist | Ibram X. Kendi

259,228 views · 17 Jun 2020

4.9K DISLIKE SHARE SAVE

Instagram

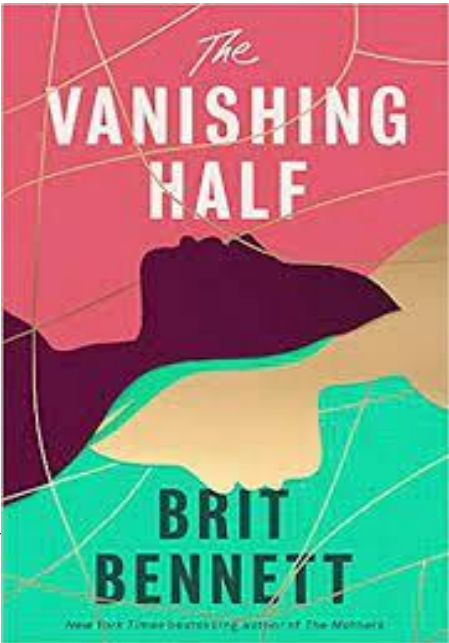
Search



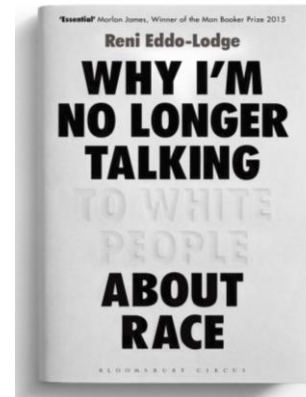
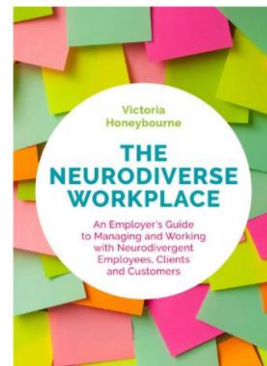
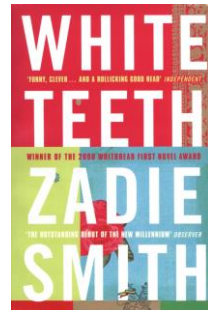
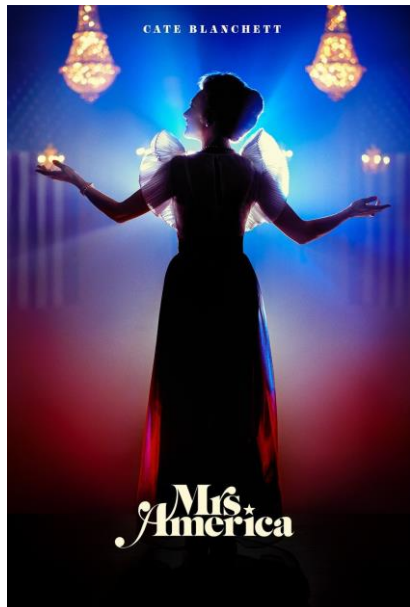
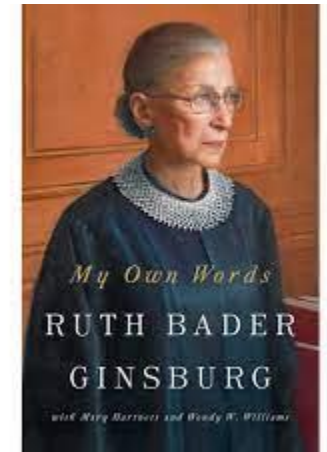
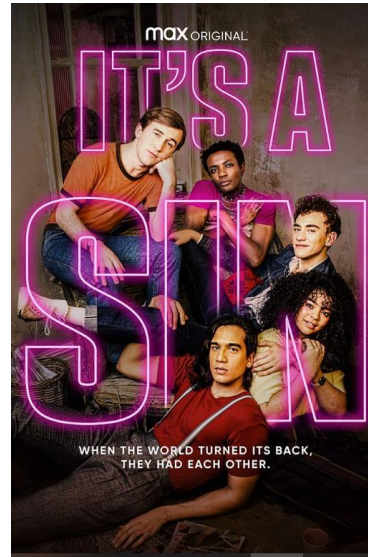
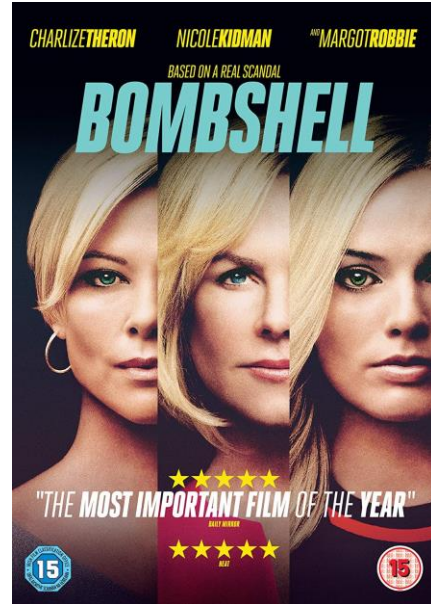
munroebergdorf Follow

2,940 posts 559k followers 5,790 following

Munroe ✨
Represented by @divingbellgroup & @satellite414
spoti.fi/3loOulB



Diversify your personal and professional content



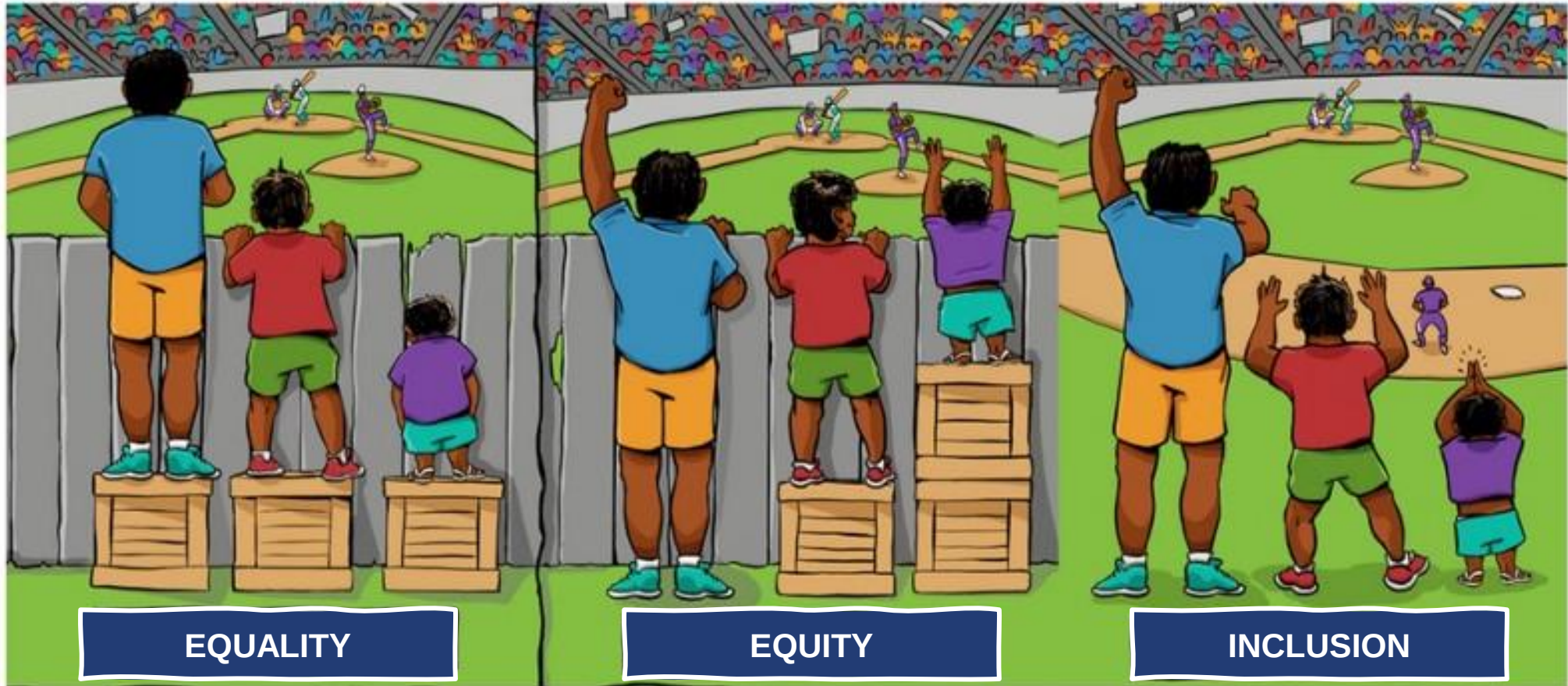
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APPENDIX



Defining: equality, equity and inclusion



COLOUR BLIND OR COLOUR BRAVE?

TEDX - MELLODY HOBSON



Source: Fusion Comedy



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WHAT IS IT?



Source: BBC

EXAMPLES OF MICROBEHAVIOURS

MICROAGGRESSION TOWARDS ETHNIC MINORITY PEOPLE	IMPACT	WHAT TO DO INSTEAD
Asking “where are you from”... “no, where are you really from?”	Can imply the individual does not come from the UK because of their race/ethnicity and that they are an outsider	Avoid this phrasing if possible. If it’s relevant to the conversation and in a suitable context, you can be direct “what is your ethnicity / heritage?”. But make sure you’re not singling someone out and discuss your own ethnicity and heritage as well.
Saying “all lives matter” or “I don’t see colour”	Ignores the historical and socio-political consequences of race relations. Undermines the experiences and identity of the individual	Learn more about different races, ethnicity and the current climate of race relations. Celebrate different identities!
Touching the hair of a black person or asking to touch it	Invasion of bodily privacy and can make someone feel like an object	Don’t touch someone else’s hair. If you like their hairstyle, compliment it.
“Don’t be so sensitive, they didn’t mean it like that!”	Invalidates and dismisses someone’s experience	Try to understand their perspective and why something might have impacted them
Mistaking a white person as the authority figure	Implies that the individual is not competent enough based on biased assumptions about their race	Ask who’s the manager and don’t make assumptions. Anyone can be the manager.

John Lewis – It's Not Ok



HOW SHOULD WE ASK QUESTIONS ABOUT RACE AND ITS IMPACT IN THE WORKPLACE?

This committee doesn't reflect our customers. What can we do about it?

What are we doing to make all colleagues feel included?

What was the makeup of applicants/ attendees in terms of racial background?/ in terms of ethnicity?

Is there a way we could make this opportunity more open?

It seems to be the same people who keep coming to this event. Why do you think that might be?

I think we would really value some diversity in opinion, don't you agree?