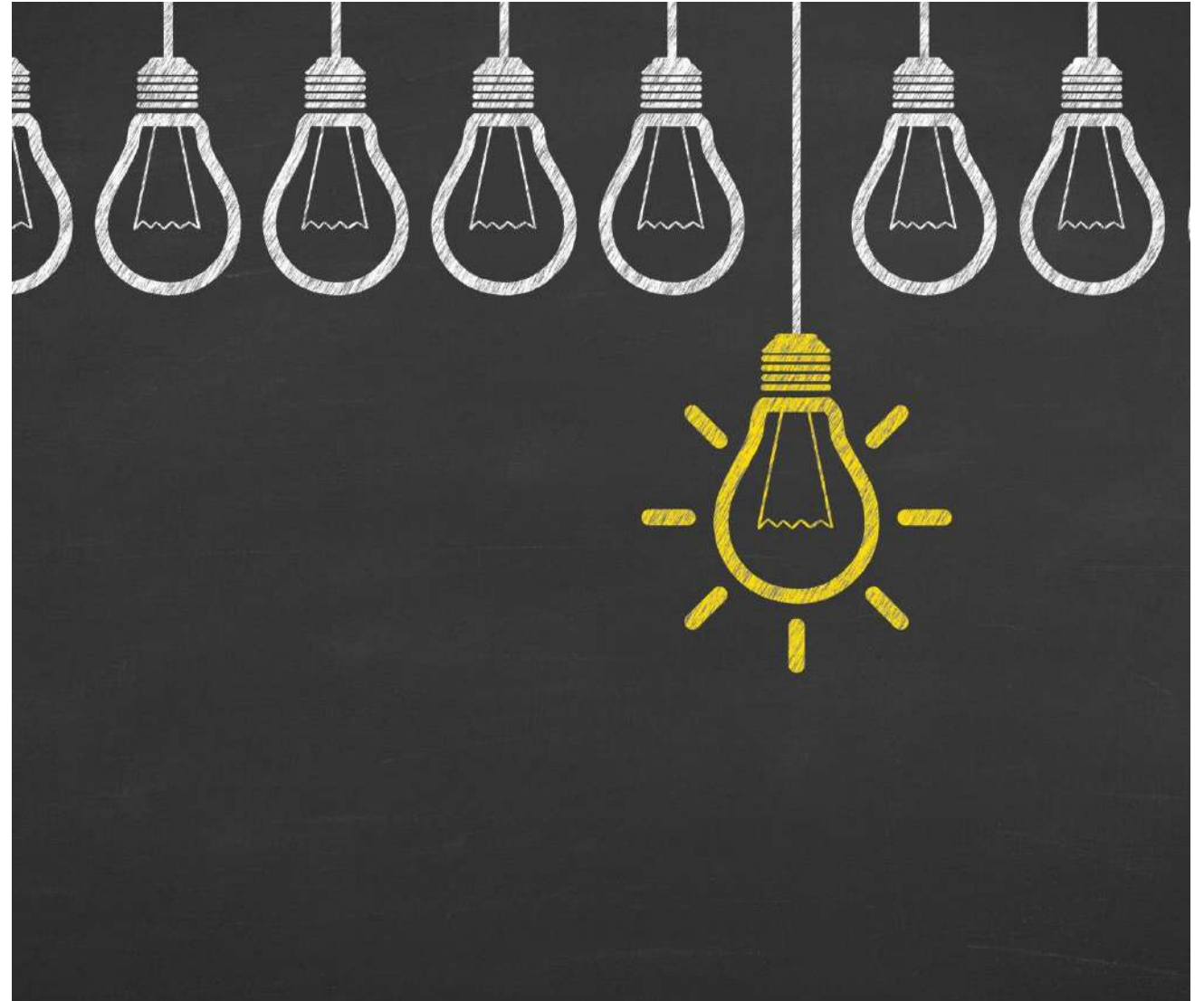




Training & Consultancy

Closing the gap and the future of inclusivity in the workplace





Son of refugee parents – Uganda 1972 – been in the UK from 6 months old.

Brought up in London & moved to Cardiff in 1981.

Have worked in the public sector including the Home Office for 13 years.

Have 2 young boys who have followed my passion for sport.

Activist for racial equality and social change.

Established Show Racism the Red Card (Wales) charity in 2006 – Nov 2021

Director of No Boundaries since Nov 2021.

Member of the Welsh Government Race Equality group.

Member for Criminal Justice Board scrutiny panel.

**THE TIME
FOR TALKING
IS OVER.
NOW IS THE
TIME TO ACT.**

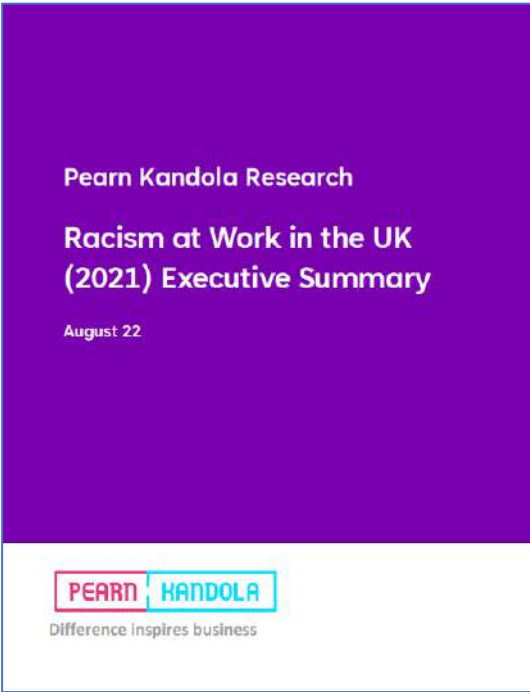
Race in the workplace

The McGregor-Smith Review

McGregor-Smith review Feb 2017

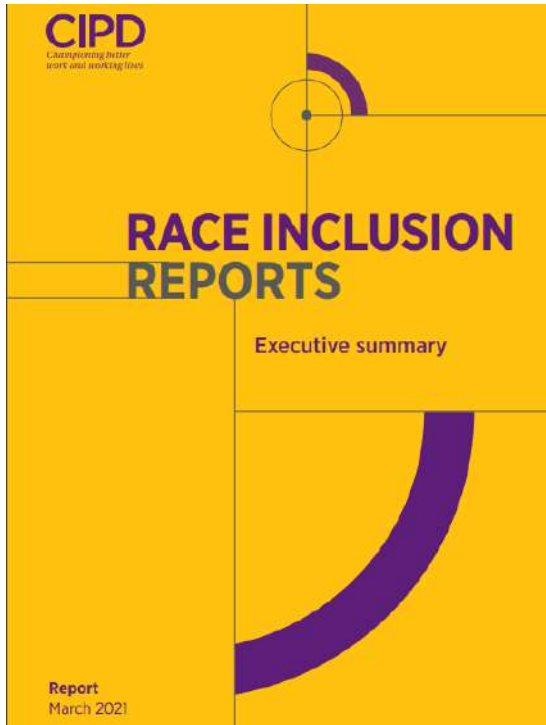
- In many organisations, the processes in place, from the point of recruitment through to progression to the very top, remain favourable to a select group of individuals.
- During the course of this review, we have heard a number of examples of discrimination and outright racism that are illegal and clearly have no place in any 21st century company.
- **The potential benefit to the UK economy from full representation of BAME individuals across the labour market through improved participation and progression is estimated to be £24 billion a year, which represents 1.3% of GDP.**

The 'R' word

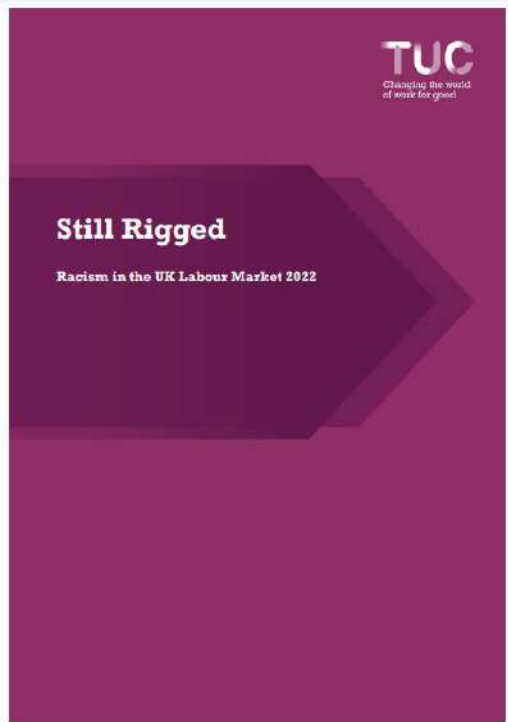


Educate employees on different forms of racism

Encourage leaders to educate themselves about race, to talk openly about race, and to encourage discussions internally and externally to support change.



Improve training for trade union reps to enable them to identify and effectively tackle racism in the workplace.



Challenges

Stereotypes Prejudice Unfair
 Research Behavior Beliefs
 Groups **UNCONSCIOUS** Subtle
 Measure **BIAS** Implicit
 Reaction **Respect**
 Corporations Decisions Race
 People Social Subconscious
 Judgement Hidden Ethnicity
 Cognition Preferences Gender

RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really really from?
 What are you?
 You speak English so well.
 You're not like other Muslim people.
 What do your people think about that?
 You're really handsome for someone so dark.
 You don't act like a normal Black person.
 Your name is too hard to pronounce, can I just call you John?
 Why do you sound so White?

EQUALITY

Equality = Sameness

Equality promotes fairness and justice by giving everyone the same thing. BUT, it can only work if everyone starts from the same place. In this example, equality only works if everyone is the same height.

EQUITY

Equity = Fairness

Equity is about making sure people get access to the same opportunities. Sometimes our differences or history can create barriers to participation, so we must FIRST ensure EQUITY before we can enjoy equality.



Good practice



Bad practice

Scottish cricket found to be 'institutionally racist' by independent review

The findings of an independent investigation published on Monday states it has uncovered 448 examples of institutional racism within the Scottish game; the review was conducted after allegations made by Scotland's all-time leading wicket-taker Majid Haq in an interview with Sky Sports News

🕒 Thursday 12 January 2023 16:01, UK

Cardiff woman wins £400k in DWP race discrimination row

🕒 25 February 2020

NHS 'riddled with racism' against ethnic minority doctors

🕒 2 February 2022

Welsh rugby players demand action on WRU sexism, racism and homophobia scandal

A BBC Wales investigation reported claims of a “toxic culture” at the Welsh Rugby Union

Couple win race discrimination case against car sales firm

UTV | CONSUMER | DERRY | NORTHERN IRELAND | 🕒 Friday 24 May 2019 at 7:00am

Starbucks closes more than 8,000 US cafes for racial bias training

Case study



On Thu, 2 Feb 2023 at 20:56, D**** I*** <d*****.i***@icloud.com> wrote:

Hi Sunil,

I attend your presentation today and found it extremely interesting and thought provoking. We had a brief chat down stairs in the canteen as you and I were both heading off home. Can I just please complement you on the content and the presentation of your session. I have attended more courses than I care to mention but found today to be a little bit different. I enjoyed your humour, passion and eye contact with us throughout your presentation. Keep up the good work both. Be safe guys.

Benefits of a diverse workplace

The Ability To Serve A
Diverse Customer Base

Increased Creativity &
Productivity

Better Reputation

Increased Cultural
Awareness

Reduced Employee
Turnover

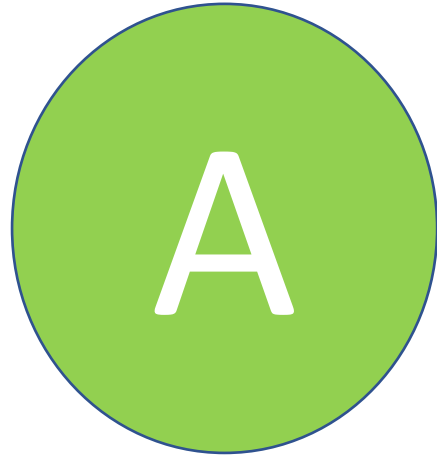
Attract & Retain Top
Talent

Improved Decision
Making

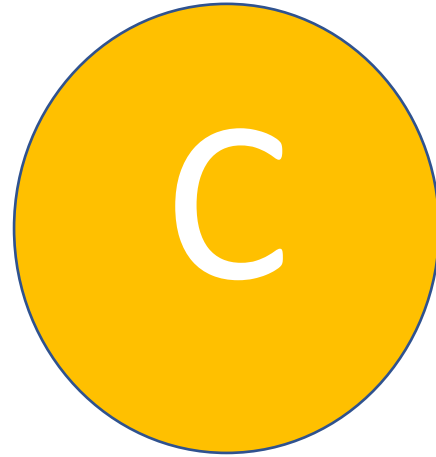
Better Representation of
The Community



RESPECT



ACT



COMMUNICATE



EDUCATE

Respect– Acknowledge & respect differences in race & ethnicity in the workplace taking action to understand how these differences will affect employees

Act – Now more than ever, its important employers actively respond to challenges faced by ethnic minorities in the workplace

Communicate – Openly ensuring employees feel safe to speak up without fear of repercussions or backlash

Educate – All employees on the ways racism can affect individuals and society

Some core elements that we explore....

- History & Education
- Stereotypes & Bias
- Language - *It's just banter!*
- Black Lives Matter
- Notion of White privilege
- Microaggressions
- Institutional racism
- Inclusive workplaces
- Engaging marginalised communities
- Call to action & moving forward



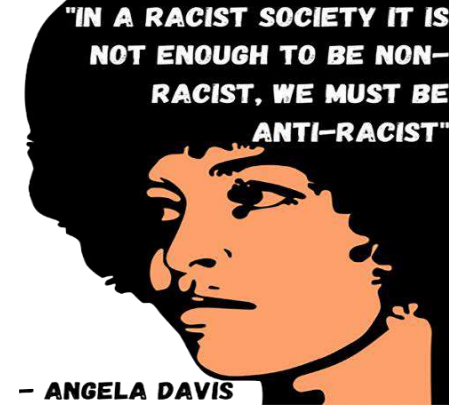
What some of our clients say...



You have something very special here, with your combination of passion, personal experience, relationship with one another and a clear journey and goal. I think that the training is important for society and if this starts in workplaces first and moves across to social and community groups, you will have a direct impact on happiness, safety and togetherness. The delivery of the training was great, really enjoyable and I feel you achieved making the uncomfortable, comfortable for training session. I'm looking forward to our team experiencing this training too. I thank you for this, as a professional, parent and person!

**Rachel Rogers Service Manager
Children's residential services**







<https://youtu.be/s2Zcl1GgzrA>



Training & Consultancy

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