Race Commitments Progress Report

Mid-point review of our five-year commitments

February 2023
Welcome

Hi, I’m Anu, the Diversity, Equity and Inclusion (DEI) Leader for the EY Foundation. It has been a privilege to take on this role in an organisation filled with dedicated and supportive colleagues. As we meet the mid-point of our five-year race commitments released in 2020, I recognise that whilst we have made strong progress in many areas, there is still a lot of work to be done. We remain committed to ensuring equity not only for our team, but for our young people, employers, volunteers and stakeholders.

Going on this journey, sparked by the devastating murder of George Floyd in 2020, was daunting – due to the size of the challenge – but necessary. As a team, we’ve learnt that reaching racial equity is not an easy fix. It’s more than simply setting targets – it’s about being honest with each other and ourselves about our stereotypes, biases and perceptions, and driving representation which embeds a true inclusive culture.

In working towards meeting our race commitments, my guiding principle has been the phrase ‘authentic and non-performative’. I am proud of the inclusive culture and sense of belonging we have built within the team, to create an environment where people really feel they can bring their true selves to work. This has been enabled through training, learning, sharing and celebrating as a team.

I thank our leadership team and Trustees for acting so swiftly and determinedly. I also thank my colleagues in the internal working group ‘RaceForward20’ which was set up to address racial inequality and to drive progress on our race commitments. For me, this has reinforced the importance of organisations creating a safe environment, where employees feel empowered to lead change. This mid-point is a key moment to openly share the lessons, challenges and the brilliant progress we’ve achieved in driving racial equity and wider DEI at the EY Foundation.

*Being ‘performative’ is the act of outwardly demonstrating support for a cause without taking action towards meaningful change behind the scenes.
At a glance: our progress so far

Click on a race commitment below to read an update on our progress. These commitments were developed in 2020 through leadership discussions, research and by listening to the voices of people from Black, Asian and ethnic minority communities.

1. We will continue to create and celebrate an inclusive culture through regular race equality awareness, education and training. This will include running a diversity of thought workshop with the team, Board and Youth Advisory Board (YAB) in 2020 and building and training a network of authentic allies, including all young people on our programmes.

2. By 2025, we commit to taking all lawful steps so that 50% of our team and leadership team will come from Black, Asian or ethnic minority communities. Specifically, it is our objective that 30% of our team and leadership team will come from the Black community.

3. By 2025, we commit that 50% of our Trustees and Patrons will come from Black, Asian or ethnic minority communities. Specifically, 30% will come from the Black community.

4. By 2025, we commit that 50% of our Board in key positions of influence will be from Black, Asian or ethnic minority communities. Specifically, 30% will come from the Black community.

5. We will continue to ensure young people from Black, Asian or ethnic minority communities are at the heart of all our work. One way we will do this is to conduct a survey of Black young people to better understand access to employment opportunities and the challenges they face. This will be funded by EY and used to help guide further action.

6. Starting in 2021, we will work with EY to give at least 30% of Black young people on our programmes a place with EY on work experience. For the next five years, we will work with EY in partnership to offer entry into EY school leaver pathways to at least 30% of Black young alumni of the Smart Futures and Our Future programmes.

7. From 2020, we will incorporate race equality measures into the way we evaluate our impact and our long-term targets in support of young people.

8. From 2020, we will review our HR policies and reward and recognition processes to ensure they deliver racial equality.

9. When available, and where appropriate, we will publish our race and gender pay gap statistics.

10. From 2021, we will define – and then measure – the data we need to understand the ethnic background of our employer partners and volunteers.

11. From 2020, we will disaggregate statistics when reporting on our organisation for those from Black, Asian or ethnic minority communities, to demonstrate increased transparency. We will avoid using the BAME category as far as practically possible when we scrutinise the experience of our team and of the young people, partners and supporters we work with.
Team culture, training & development

We’ve divided our work towards our commitments into four key areas: ‘Team culture, training & development’, ‘Young people’, ‘Recruitment & representation’, and ‘Measurement & impact’. Pages 4 to 7 explore these areas in further detail.

What progress have we made?

- Our mandatory training sessions raise awareness and provide education on racial equity. We have partnered with external training providers such as Equality and Diversity UK.
- Our annual DEI calendar of events creates a strong sense of belonging as we celebrate cultural moments through newsletters, Zone of Uncomfortable Debate (ZOUD) discussions and creative activities.
- Our quarterly external Employer Race Event Series covers topics such as ‘Black History Month (BHM) – what happens after October?’ and ‘Psychological vulnerability in the workplace’, creating a safe space for employers to share action they are taking to tackle racial inequality.
- We appointed a DEI Leader, a DEI YAB Lead and a DEI Trustee Lead, to ensure that this strategic priority is a key strand in all areas of our work.

Our cross-department RaceForward20 group was set up in 2020 and continues to drive progress towards our Race Commitments.
Our four key areas of focus

Welcome
At a glance: our progress so far
Team culture, training & development
Young people
Recruitment & representation
Measurement & impact
Reflections

Young people

This page covers Commitments 5 and 6, which are joint commitments between EY and the EY Foundation.

What progress have we made?

We are proud to say that we met our Commitments 5 and 6A, through our strong collaboration with EY and their commitment to providing young, diverse and talented individuals with access to opportunities. Here are some of the steps we’ve taken towards meeting our young people-focused commitments:

- Our ‘Getting in and getting on’ report shared the findings of a survey of 1,000 young Black people around their experiences and perceptions of the workplace. Our Youth Advisory Board (YAB) DEI Lead, Olivia, reflected on the report in a keynote speech.

- We’ve started to address some of the barriers that young people face in progressing through to EY school leaver pathways. For example, we’ve introduced the Maths Mindset programme to prepare young people in a more structured way to pass the numeracy requirement of the selection process.

- We’ve built programmes that support young Black people to get into the sectors that they perceive to be more difficult to access. For example, we launched our Smart Futures Professional Services programme in 2021, and our Impactful Futures programme starts in 2023, which will provide experience in the charity sector.

- As part of our Ramadan celebrations, we released a blog by one of our young ambassadors, sharing their experience observing Ramadan for the first time in the workplace!

We supported 39 young people in 2021, and 22 young people in 2022 on the Maths Mindset programme.

“I was excited to share my tips and thoughts around observing my first Ramadan in the workplace, to raise awareness and support other young Muslims who may go through the same experience at work. Through highlighting stories like this, the EY Foundation can continue to support the young people they work with, and influence wider society so that everyone, particularly young people entering the workplace, can be open about their faith, and their teammates can create an environment which is understanding, accepting and inviting to all.”

Suaad Mohamoud
EY Foundation Ambassador
Recruitment & representation

This page covers Commitments 2, 3, 4 and 8.

What progress have we made?

Firstly, we are pleased to say we have made significant progress towards Commitment 3, to ensure diverse representation within our Trustee and Patron groups.

- We created a progression and promotion initiative which promotes equality for all staff. Members of the team from a Black, Asian or ethnic minority background provided input to ensure equitable action.
- We now collect ethnicity data for our team and key stakeholder groups annually, to track our progress and identify areas of targeted intervention. Data visualisations, such as the chart to the right, help us to understand progress against our commitments.

EY Foundation Team ethnicity data (%)

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian</th>
<th>Black</th>
<th>White</th>
<th>Mixed Heritage</th>
<th>Any other ethnic group</th>
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<td>8</td>
<td>9</td>
<td>79</td>
<td>4</td>
<td></td>
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<td>11</td>
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<td>2022</td>
<td>16</td>
<td>11</td>
<td>71</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>
Our four key areas of focus

Measurement & impact
This page covers Commitments 7, 9, 10 and 11.

What progress have we made?

- The organisation has developed dashboards to monitor company performance and impact. As part of this, we collect insights from young people which can be broken down by ethnic background. This allows us to reflect on the experiences of young people and informs our decision making.
- We have significantly reduced our reference to the BAME category in all communications. Where we report on commitments specific to this group, we also ensure to disaggregate the statistics to accurately report data for each individual ethnic category.
- We collect ethnicity data on our volunteers, so that where possible, our supporters reflect the young people we work with and the regions in which they are based.

Volunteer ethnicity data* (%):

*This survey data is based on 209 respondents.
Reflections

Since the launch of our race commitments, there has been a significant increase in awareness and understanding about a wide range of DEI issues across our team.

Though this is a journey, we are building an inclusive environment where everybody in the team feels able to contribute, ask questions and be themselves. Looking to the future, championing racial equity inside and outside of our organisation is a personal priority and I will continue to focus on taking action that achieves a step change in impact.

Julianna Oladipo
EY Foundation Trustee and DEI Trustee Lead

Thank you for reading our Race Commitments progress report. We hope you take something from it, whether it is greater insight into the importance of inclusivity, or new ideas for supporting DEI and racial equality agendas within your organisation.

As we reflect on the steps taken and lessons learned over the past two and a half years, it is clear we want to continue our work until 2025 and beyond with the following considerations in mind:

• We commit to maintaining transparency, to hold ourselves accountable and share the positive work we are doing.

• The voices of young people will remain at the heart of everything we do.

• We will continue our strong relationship and collaboration with EY to work towards our goals, particularly those focused on young people.

Finally, we hope that our focus on inclusivity as a Board and with the EY Foundation team, rather than solely on achieving specific targets, will be the key driving force behind achieving a diverse workforce and continuing to influence meaningful change. In other words, the ‘I’, i.e., Inclusion will drive the ‘D’, i.e., Diversity, as an inclusive environment results in everyone feeling empowered to be who they are and creates equal opportunities to succeed.

Get in touch: If you want to find out more about DEI at the EY Foundation, please reach out to diversityandinclusion@eyfoundation.ey.com
About the EY Foundation

The EY Foundation is a UK registered charity that works directly with young people, employers and social entrepreneurs to create or support pathways to education, employment or enterprise. EY Foundation operates and is incorporated independently of EY and is governed by a separate trustee board.

The EY Foundation is a charitable company registered in England and Wales and Scotland with registered charity number 1157154 and SC045076. It is also a member firm of Ernst & Young Global Limited.

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