

Black Lives Matter: Where change needs to happen

THE BROKERAGE'S FORUMS

Over the last two weeks we have heard from our key stakeholders – our Young People and our Corporate Partners and colleagues – so we can start moving from talking to action; working together to develop workplaces where all talent can flourish. Holding two Forums, our Youth Forum and our Corporate Leaders Forum, we listened to views from our young people about their opinions of diversity in the workplace, whether they felt they had a fair chance to get into the industry they aspired too, and importantly what the Black Lives Matter movement meant to them.

We took this insight to our Corporate Leaders Forum and listened to 20 senior leaders who were passionate about creating genuine change in this area.

Our Young People

WE ASKED OUR YOUNG PEOPLE WHAT THE BLACK LIVES MATTER MOVEMENT MEANS TO THEM, THEY SAID:

"It means having a conversation about what it's like to be black in today's society and it's about having the uncomfortable conversations that we haven't had before."

"I feel like in order to reach these organisations I need to have a lot of extra-curricular activities on my CV, but what if my parents didn't have the money or time to make this happen?"

"What support will there be for ethnic minorities in the workplace? Are we just 'decoration'? Is there someone to turn to when needs be?"

WE ASKED OUR YOUNG PEOPLE ABOUT THE TERM 'BAME'

"The term has its place but employers can use it to avoid culpability, for example you see anti-blackness where '100 BAME employees', but not one is black."

WE ASKED OUR YOUNG PEOPLE WHETHER THEY FELT THEY HAD A FAIR CHANCE OF GETTING INTO THE INDUSTRY THEY ASPIRE TO

Our Corporates

"We realised what people were looking for was something around the organisation being safe, inclusive and where one can belong. We have run workshops, reverse mentoring, and asked colleagues about their experience. We are listening, learning and NOT making assumptions"

"We've used this as an opportunity to be vocal and take practical action: we want to focus throughout the recruitment cycle - how do you advertise, where do you look, how do we ensure we dont miss out"

'We don't want to continue to reach the same old people, we are underrepresented and behind as a sector'

'We want to attract diverse talent but we know there is a challenge about letting people know we are here – we need to reach out into communities'

Black Lives Matter: Where change needs to happen

THERE IS A LOT TO DO, BUT WE ARE HERE TO HELP BRIDGE THE GAP BETWEEN OUR YOUNG PEOPLE AND THE CORPORATE WORLD.

So many valuable insights and suggestions came from the forums so we've distilled these into two areas below, building on our original '10 things corporates can do to create change' article. It was really clear that corporates can, and should, be playing a role both in the community to reach young people as well as growing the culture of their organisation, and many of our corporate partners were already taking action.

WITH OUR YOUNG PEOPLE

CHANGING PERCEPTIONS

Reach out into your communities and talk to young people – show them that roles in your organisations are achievable and accessible. Help change their perceptions that roles in your organisations are open to all.

PROMOTING AWARENESS

This is all about working with communities and reaching young people you may not usually reach. The Brokerage can help you do this with our outreach programmes, ensuring you are providing opportunities to diverse talent.

HELPING TO EDUCATE AND BUST THE MYTHS

Help educate and bust the myths: tell young people what its like in your organisation, help get rid of their fears and tell them you won't be assessing them on how many violin lessons they have had – you should be interested in their potential and ability NOT how many extracurricular activities they have.

WITH OUR CORPORATES

LOOKING HARD AT YOUR ORGANISATION

Hold that mirror up, ask yourself if you are doing the right things. We can help you with our diagnostic tool to provide an impartial, external lens

LISTENING TO HOW IT FEELS

Hear from your colleagues about what it's like in your organisation, and listen to our young people so you understand the views and insights from your future talent.

LOOKING AT THE WHOLE RECRUITMENT CYCLE

Challenge your processes and look at where you recruit, how you recruit and how you promote.

GROWING YOUR CULTURE

Start thinking beyond inclusivity and more about how you can grow your culture into one where all talent can flourish and everyone feels like they can belong.

GET IN TOUCH

If you want to understand your organisation more and find out what you need to change, contact us. We have the tools for change and together we are changemakers. Email Susheel.sharma@thebrokerage.org.uk for more information