Delivering Diversity Coverage Report

Following the launch of our ‘Delivering Diversity’ report on Wednesday at the House of Commons we have achieved some great coverage in National print, radio and broadcast press.

**Articles:** The highlights of which included articles on


**Coverage continued**

- The Economic Voice
- London Economic
- The Courier and Advertiser (Perth and Perthshire edition)
- HR Director
- MyScience
- London Loves Business
- Politics Home
- The Voice
- Personnel Today
- International Business Times
- Politics.co.uk
- The Herald

**TV:**
Pavita Cooper, Chair of CMI Race spoke on **BBC News**
[https://www.youtube.com/watch?v=xSdcXDiAGL8&feature=youtu.be](https://www.youtube.com/watch?v=xSdcXDiAGL8&feature=youtu.be)

**Radio:** Pavita Cooper interviewed on **BBC’s The Today Programme**
Race makes people ‘uncomfortable’

Pavita Cooper, who chaired the Delivering Diversity Research Advisory Board and is the founder of diversity and talent advisory firm More Difference, says many people are still uncomfortable talking about race and implicit bias is still an issue.

“We are seeing progress being made at entry level, but we don’t see those numbers translating into the top of organisations,” she tells Today.

Ms Cooper says part of the issue could be that there are no role models in the higher ranks for them to aspire to.

Big businesses urged to increase diversity

Britain’s biggest businesses are being urged to do work to address the diversity of their workforce and to publish a breakdown of their black, Asian and minority ethnic (BAME) employees in a fresh call for action to increase diversity in large companies.

A report by the professional management body the CIPD and the British Academy of Management (BAM) focuses on ethnic diversity at management levels below the boardroom and highlights the importance of the issue following the BAME response to the Board.

While many employers point towards the outcomes of initiatives with the EU employees indicating that diversity is still an issue for many organisations.

Baby McGregor-Smith has said BAME career inequalities cost the UK £30bn

the businesses for the government to adopt. Including “tackling the silences” on diversity, including diversity training, as an requirement for career progression and setting targets for proportion of BAME individuals.

More information was needed on companies about the making of their workforce and the inclusion of management teams, which was recommended by the CIPD and the British Academy of Management (BAM), which is put in place by a group of leading companies.

About 12.5% of the UK population are BAME but they hold just 5% of management jobs, government bodies have been urged to make this clear to employers.

John Parker, who led the government study, has published a report which shows that the proportion of BAME people who are not employed in the UK is about 1.6%.

Both of those reports were published before the election and the government’s calls for a range of measures, including setting up a new body called the CMI Race, was said to be about “judging the conversation about race and ethnicity.”

The report found that managers were concerned about talking about race and ethnic diversity for fear of causing offence.