



# Anti-Racism Action Plan – our progress



In September 2020 we published an anti-racism statement setting out our **commitment to anti-racism in the UK**. During Race Equality Week 2021, we are pleased to share our progress delivering against the commitments we made in our Statement and accompanying Action Plan.

Held the **fifth Conversation** in our series about race and ethnicity during Black History Month – with 55 colleagues.



Expanded our mandatory D&I training to include content on **anti-racism, microaggressions** and **unconscious bias**.

**Recruited** three new Board members, including **two high profile Black sector leaders**.



Delivered **Equality Impact Assessment** training to the Leadership Team in October.

Helped shape and launch **Leadership NOW**, a six-month career coaching and leadership programme run by UNIFY. **Five Guinness colleagues on the pilot programme**.



Began a partnership with 4 housing associations to develop a **two-year business programme** for middle managers to promote representation at all levels in the organisation – launching Spring 2021.



**LEADERSHIP NOW!**  
HOUSING PROGRAMME

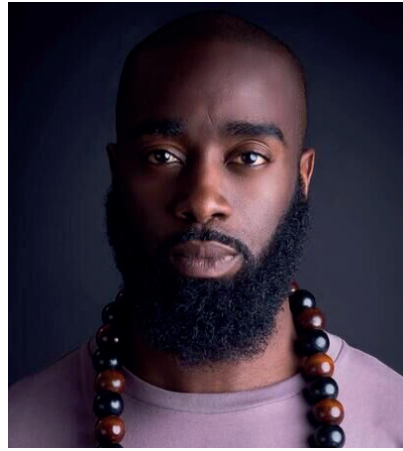


Introduced a **dedicated email address** for colleagues to anonymously raise any race or ethnicity issues, and share any thoughts or ideas about our anti-racism work.



Ran the next 2 cohorts of our Management Fundamentals course – **achieving proportional representation amongst attendees**

(9% identified as Black, 9% as Asian).



Hosted **talks by Alim Kamara** during Black History Month and the Star Awards, with stories focusing on the importance of Standing Together Against Racism. (Still available on the Grid).



Launched a campaign which means we now have **race and ethnicity data about 84% of our workforce** (previously 79%), meaning that our insight, equality analysis and reporting is even more reliable.



**Incorporated** inclusion of **anti-racism, microaggressions** and **unconscious bias** into the syllabus for all management training courses at Guinness.

Developed an assessment matrix for TGPL and GP to ensure our **interview and selection** processes are appropriate to roles and can be consistently applied to ensure **objectivity and freedom from bias**.



Drafted a framework for scoring tenders to ensure our **suppliers and contractors** have a **demonstrable commitment to race equality**.



**Standing together against racism**

It is fundamental to us that **every single person** who is part of our organisation **feels that they belong**, and that **our culture is truly inclusive for all**.