

Employer Engagement Project Group Meeting	
Wednesday 4th November 2009,	
3pm – 4pm	
Room 342 Caxton House	
Attendees	
Sandra Kerr (Chair)	Race for Opportunity
Sukhvinder Singh	EHRC
Jennifer Miller	One and All Foundation
Sunita Singal	JCP
Hayley Johnson (Minutes)	DWP-LMID-EMET
Christine Wright	DWP-LMID-EMIT
Apologies	
Salma Shah	Beyond
Darren Woolfenden	DWP-LMID-EMET

Item 1: Welcome and Introductions

- Sandra welcomed members and informed everyone that the Ministerial Task Force originally scheduled to take place on 10th November was being rescheduled and it is likely to be the New Year before another meeting will take place.
- Sandra thought that we could make valuable use of the extra time to redraft the Task Force paper to make it sharper and shorter and to think about some important key issues around the online bias test Ernst and Young are developing.

Item 2: Task Force Paper

- There was a consensus that the paper needed some reshaping, with the summary having a shorter, sharper focus to make it more inclusive and readable.
- Sandra suggested, and it was agreed, that the first point should stress that the exercise is a low cost, low hurdle solution that anyone can undertake, even smaller employers. Also, that the promoting leadership behaviours can be demonstrated by anyone, regardless of the size of the organisation; and how valuable role models and supporters can be in implementing change and shaping the culture of a workforce should be reinforced in the summary.
- It was agreed that a summary of the 5 points for progress should also be on the front page and that in the body text the wording behind the 5 points needed to be more business focused, adding that she would ask a Race for Opportunity (RfO) PR agency to look at the use of language in the revised paper. **Action Point 1: HJ and JM to redraft Task Force Paper for SK to clear. Action Point 2: SK to run paper by PR agency if appropriate.**

- Sandra also outlined the proven methods used by Deloitte and MITIE that had recently received RfO awards; she suggested either would be good employers to contribute to the Task Force presentation. Ernst & Young would also be willing to attend. Jennifer suggested that a smaller employer should be invited too. **Action Point 3: JM to investigate smaller employers to invite to Task Force**
- In discussing “get to know your workforce” Jennifer asked if we could actively encourage employers to state where ethnic minority employees sit within their organisation, whether they are front line or senior management. As many ethnic minorities tend to be concentrated in the lower ranks of an organisation, knowing the spread across a company would avoid superficial analysis of performance and also highlight any glass ceilings, realised or otherwise that exist within organisations. **Action Point 4: Members of the Project Group to formulate detailed guidance for the toolkit once EMETF approval is gained**
- Sukhvinder suggested that the “getting to know your colleagues” section needed to spell out how this could change the culture within a workplace and that employers should also measure staff perceptions of the culture through staff surveys etc.
- Jennifer commented that employers need really practical help and guidance because many are afraid of accusations of discrimination; so much so that they often fear non-work related conversations with employees – creating rather than removing barriers. **Action Point 5: Sandra to circulate a link to the work inspiration website that contains some interesting dialogue.**
- It was also suggested that the name of the paper should be altered to reflect the cultural changing benefits of the online bias test. **Action Point 6: Members to suggest a more accurate title to SK.**

Item 3: the Online Bias Test

- Sandra suggested that the extra time before the next Task Force be used to link Ernst & Young to DWP to ensure the test is both acceptable and as fully accessible as possible. Sandra also suggested that the test should be trialled by Anthony Heath.
- In the ensuing discussion, Jennifer highlighted the benefit of doing a multiple diversity stranded bias test as people tend to react much more strongly to the pointing out of racial prejudice rather than gender or sexuality. This would allow people to compare results and understand the results more constructively. It would also provide an opportunity to look at multiple identities within race, gender, sexuality and the other equality strands. It was asked if gender had been taken into account in the CV testing research. **Action Point 7: SK to ensure Ernst & Young develop a broad battery of tests as in the US version.**

Action Point 8: CW to ask if data on gender and race was gathered as part of the CV Testing Research

- It was agreed that it would also recommend where possible that the test is underpinned with a debrief - suggesting that employers discuss the results of the test and their significance within their organisations. To facilitate these discussions a set of structured questions for employers should be developed for the toolkit to help build relationships and combat stereotyping.

Item 4: AOB

- There was no other business.

The next meeting to be held in early December.

Action Points	
Action	Person Responsible
AP1: Redraft Task Force paper	Hayley Johnson and Jenni Martin
AP2: Take revised paper to PR agency	Sandra Kerr
AP3: Find a smaller employer to invite to Task Force	Jennifer Miller
AP 4: Members of the Project Group to formulate detailed guidance for the toolkit once EMETF approval is gained	Project Group Members
AP5: Circulate a link to the work initiatives website	Sandra Kerr
AP6: All to suggest new name for the paper to reflect making a change rather than narrowing the gap.	Project Group Members & DWP
AP 7: Ensure Ernst & Young develop a broad battery of tests as in the US version.	Sandra Kerr
AP8: Find out if gender and race was gathered as part of the CV Testing Research	Christine Wright