



**Employer Engagement Project Group Meeting
Thursday 28th May 2009
11am-1pm
Room 2.29, Caxton House, Tothill Street, London, SW1H 9NA**

Minutes

Attendance:

Sandra Kerr (Chair) (SK)	Race for Opportunity
Helen Wollaston (HW)	Freelance Consultant
Jennifer Miller (JM)	One and All Foundation
Sukhvinder Singh (SS)	EHRC
Collette Cork-Hurst (CCH)	UNITE
Martin Betts (MB)	DWP AICD
Christine Wright (CW)	DWP AICD
Lorna Fraser (LF)	Secretariat

Apologies:

Anne Rae	BERR
Adeeba Malik	QED
Zohra Moosa	The Fawcett Society

- SK welcomed members and explained that this meeting would be a roundtable discussion to finalise the project remit
- SK asked for an update on action points from the previous meeting.
- LF confirmed that there will be a new Adult Advancement and Careers Service (information circulated in advance of the meeting), but that Connexions will continue to exist for under 18s. HW asked whether an Equality Impact Assessment has been done for the new service. LF to investigate.

AP1: LF to investigate whether an EIA has been done for the Adult Advancement and Careers Service

- Some members had tried the online bias test which JM circulated. The conclusion was that it was easy to use, but required concentration.
- The presentation to EMETF was discussed. It was decided that it would take the form of five cheap/free and easy steps which individuals and businesses can take to raise awareness of diversity. These would be presented to EMETF in the hope that they would back a campaign centring around the five points.
- The end products would be: a commitment from EMETF members to sign up to each of the five actions; possibly a high-profile launch event, linked

to the Equality Bill for example; and a website promoting the five points and then giving further information and links on each one. There would be a sign up process before people could access the website to enable us to track how many people are using it and where. We would then be able to conduct an informal evaluation exercise via email, perhaps highlighting some case studies. We could also publicise the names of organisations which had signed up to give them recognition for their commitment.

- The idea would be to promote the website through members' networks and government networks (e.g. departmental contractors) and by setting a leadership example.
- The five points could also be used as the basis for workshops which DWP is holding in the regions to promote ethnic minority employment
- The content and presentation of the five points was also discussed.

Awareness Raising

- It was decided that an online bias test would be the best way to raise awareness, but there was concern that the Harvard test was too Americanised to be relevant in the UK. Group members expressed an interest in getting EMETF Ministers and stakeholders to do a bias test to publicise the issue/campaign.
- The possibility of getting an online bias test tailor made was discussed, although there was concern that this would delay the rest of the work.

AP2: LF to investigate if other, more suitable, online bias tests already exist

AP3: SK to approach Ernst and Young to see if they will adapt their bias test for our purposes

Reciprocal Mentoring

- SK explained the point of reciprocal mentoring – the mentor will learn from the mentee, particularly about diversity. For example employees could mentor students from diverse backgrounds.
- The unwillingness of people to sign up to be mentored was also discussed. It was thought that the term mentoring has a negative connotation, so it might be better to promote it as “getting to know others” instead, e.g. encouraging colleagues to meet with those they don't normally interact with.

Monitoring

- Many private sector organisations do not monitor the diversity of their workforce, so we would offer them advice on how to do it sensitively and anonymously, e.g. using the form in the recent ACAS guide.
- We would provide information – or web links to the ONS Neighbourhoods site - on make up of the population so that employers can compare their data to see if it is representative.
- SS confirmed that GEO have done research on the number of companies monitoring diversity.

AP4: SS to circulate GEO research on monitoring

Diversity Competencies

- The need to recognise open-mindedness towards diversity in managers was discussed.

Off-the-record networking

- It was thought that this and the diversity competencies point could be incorporated into the “Know what to do” point.

AP5: LF to draw up an outline of the five points and their sub-points and circulate to members for comments and further ideas.

Summary of Action Points:

	Action Point	Responsibility	Status
1	LF to investigate whether an EIA has been done for the Adult Advancement and Careers Service	Lorna Fraser	
2	LF to investigate if other, more suitable, online bias tests already exist	Lorna Fraser	
3	SK to approach Ernst and Young to see if they will adapt their bias test for our purposes	Sandra Kerr	E&Y said yes! They will develop a 10 minute bias tool for us and a longer one if desired
4	SS to circulate GEO research on monitoring	Sukhvinder Singh	
5	LF to draw up an outline of the five points and their sub-points and circulate to members for comments and further ideas.	Lorna Fraser	