

Improving BAME Diversity - Here's What Works June 2020

In the wake of the murder of George Floyd and the disproportionate number of deaths in the BAME community from COVID 19, all organisations are having to look in the mirror and ask themselves why they are not attracting diverse talent and why so many clever and talented women and men of colour are not making it to the top of public, private and third sector organisations?

Especially so when organisations have collectively spent billions on trying to improve their diversity profile.

Here are three articles we hope will help:

1. "Let's call it out: Unconscious Bias Training Doesn't Work" - Margaret McDonagh



Margaret McDonagh, Co-Founder of The Pipeline, explains why Unconscious Bias Training doesn't work, and gives you all the information you need to prevent your organisation launching another costly tick-box exercise that won't change behaviours.

Click [HERE](#) to read the article.

2. So what does work? A case study from The Pipeline:



A case study from The Pipeline on how women of colour can break through to senior roles when an organisation addresses the issue head-on and takes a muscular approach.

Click [HERE](#) to read the case study.

3. Don't be fooled - it's not Gender or BAME, it's Gender AND BAME. We can do both.



In conversation with... Michelle Emmerson and Lynn Blades.

In this video, Michelle Emmerson, The Pipeline's Managing Director of the GENIE Diversity and Inclusion diagnostic tool, speaks with Lynn Blades, Executive Coach and facilitator of The Pipeline's Leadership Summit, about why the answers are internal, with leadership, management and culture, and what each needs to do to deliver lasting change.

Watch the video by clicking [HERE](#).



At The Pipeline, we believe leaders need to approach under-representation of Black, Asian and Minority Ethnic colleagues as an economic imperative as well as an equality issue. Including all women and men of colour will help to ensure organisations are more successful, profitable and sustainable over the long-term.

Success will only be achieved when targets are set and all colleagues receive tailored developmental opportunities. GENIE (TM), The Pipeline's quantitative diagnostic tool, reveals that women and men of colour receive far fewer challenges and stretch opportunities in the workplace than their white male counterparts. They also receive less feedback and find it harder to recruit sponsors, so it's not difficult to understand why they're only breaking through in small numbers.

As we enter the post-Covid-19 era and see the important and powerful resurgence of the Black Lives Matter movement, now is a vital time for organisations to ensure they're including the talents of all. Falling back on tired old development tools like 'unconscious bias training' will no longer tick the box.

If we can be of help to your organisation as you undertake this important next stage of your talent development agenda, please contact Lorna on 0207 636 9002 or email lorna@excepipeline.com.standing start.

If you'd like to protect your achievements and make even further improvements during the next few months please do get in touch by emailing lorna@excepipeline.com