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Thank you for joining us!

This webinar will start shortly

HR & Compliance Center

Compensation Planning

MAHOGANY
Inclusion Partners

Ethnicity data disclosure – fostering trust and building engagement for a better workplace

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Mahogany Inclusion Partners

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CEO

"Without accurate data, organisations operate on guesswork, risking missed opportunities to build an equitable workplace."

OUR TIME

- Setting the context

- Building trust

- Practical implementation strategies

- Responsible data handling
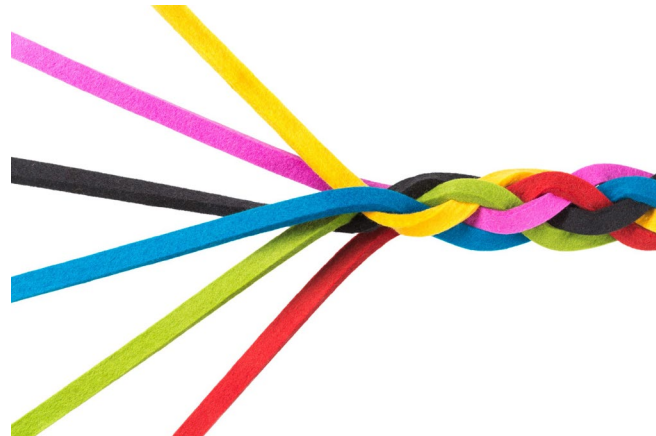
- Your questions

Setting the context

RESPONSIBLE BUSINESS

STRATEGIC ALIGNMENT

LEGAL LANDSCAPE

Keep an eye on impending legal requirements and harness them as an opportunity

Without accurate data, organisations operate on guesswork, risking missed opportunities.

Proactive collection of ethnicity data is both a responsibility and a forward-looking compliance step

What is your organisation's current level of readiness for mandatory ethnicity pay gap reporting?

1. Just starting

2. Progressing

3. Advanced

4. Not sure

Building Trust

Why might trust be missing?

PROMISES

EQUAL OPPORTUNITIES

STATEMENTS WITH NO TO LITTLE ACTION

PREVIOUS COLLECTION OF DATA

HAVE WE ASKED?

Understanding common barriers

FEAR OF DISCRIMINATION OR MISUSE

UNSURE OF THE INTENTION

DATA AND SECURITY PRIVACY

FEELING THAT NOTHING WILL CHANGE

LANGUAGE

LEADERSHIP ACCOUNTABILITY AND ROLE MODELLING

- Speak to organisational and personal commitment

- Senior leaders to role model disclosing their own ethnicity

- Demonstrate that leadership is committed to safeguarding data and implementing solutions

- Integrating DEI metrics into leadership KPIs.

- Equip line managers to discuss ethnicity disclosure in routine 1:1s or team meetings

- Encourage activation of employee resource groups (ERGs) to champion the cause

COMMUNICATION STRATEGIES

Communication strategies

- Clear messaging about data usage

- Articulating the "why"

- Connect to organisational values

- Multi modal

- Multiple touchpoints

Address the concerns

- Acknowledge **sensitivity** around racial identity.

- Privacy protection measures

- Regular updates and feedback loops

- Offer safe spaces for employees to voice concerns about data collection.

Trust building requires empathy and transparency

Senior team leadership is vital

Without trust, disclosure rates are likely to remain low

Time for a poll

What steps have you taken to understand how your colleagues from underrepresented ethnicities feel about inclusion and trust in your organisation?

1. We arrange facilitated open conversations and collect anonymous feedback annually or more

2. We have previously arranged facilitated open conversations and collected anonymous feedback

3. We mainly rely on our ERGs to provide us with feedback

4. We have not asked for feedback

Practical implementation strategies
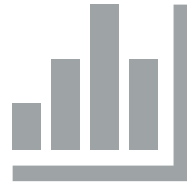
DATA COLLECTION FRAMEWORK

- When to collect data

- Provide multiple disclosure options

- Consider making disclosure mandatory

- Offer "prefer not to say"

- Continuous improvement cycles

EMPLOYEE-CENTRIC APPROACHES

- Simplified disclosure processes

- Categories and classifications –
  - ONS
  - Don't ask people to identify as "other"
  - Language

- Continuous communication

Responsible data handling

RESPONSIBLE DATA HANDLING AND COMPLIANCE

- Secure storage practices, retention policies, and breach protocols

- Anonymisation and aggregated reporting

- Be explicit on data storage

- Provide updated "privacy notices"

- Make data-management policies easily accessible

- Conduct periodic audits

- Report on outcomes

IN SUMMARY

Proactive communication builds trust

Leadership engagement drives participation

Compliance is non-negotiable; preparation starts now

After today's session, what's your organisation's next immediate step to support active ethnicity disclosure?

1. Draft a new communication campaign

2. Review existing data policies

3. Run focus groups on inclusion for underrepresented ethnicities and potential trust barriers

4. Speak to senior leadership about DEI accountability

Let's speak

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