**Appendix A – LCRCA Race Equality Programme Declaration of Intent**

**Ambition**

The Combined Authority will:

• Embed equality and diversity as an integral part of the ethos and culture of the organisation

• Develop a diverse, representative workforce that promotes opportunity for underrepresented employees

• Strive to increase the number of Black, Asian and Minority Ethnic staff in senior positions

**Actions**

The Combined Authority will:

• Agree formal targets for workforce diversity with a focus on Black, Asian and Minority Ethnic staff numbers and employees in leadership and senior positions

• Review Combined Authority recruitment policy and practice to identify improvements based on a peer review and diversity good practice

• Implement well-managed use of positive action to address under representation in the organisation where appropriate

• Develop internal talent management strategies that give specific attention to developing internal Black, Asian and Minority Ethnic staff

• Develop and deliver meaningful and compulsory Equality & Diversity training for all employees

• Complete a diversity monitoring data audit and address gaps

• Publish a workforce monitoring report annually and our Race Equality Pay Gap to aid transparency and monitor progress

• Invest in resource to oversee this work, making links between, and providing support for, different parts of the organisation and external stakeholders.

**Achievements**

By 2025 there will be:

• An annual increase in the percentage of Black, Asian and Minority Ethnic employees

• A minimum of 6% of Black, Asian and Minority Ethnic employees in the workforce

• An increase to a minimum of 6% of senior positions held by Black, Asian and Minority Ethnic people

• 100% completion by all staff of Equality & Diversity training each year

• Well understood approach to equality across the organisation

• Clear accountability for diversity though the performance management framework

**Ambitions**

The Combined Authority seeks to

• Improve the accessibility and take up of Combined Authority funded programmes across Black, Asian and Minority Ethnic residents

• Embed consideration of race equality in all policies, programmes and interventions

• Deliver policy, programmes and interventions that effectively narrow gaps between Black, Asian and Minority Ethnic and White residents

**Actions**

The Combined Authority will:

• Review and improve the Equality Impact Assessment process and ensure all necessary staff are trained to complete assessments effectively

• Complete an audit of the collection, consistency and monitoring of diversity information for all funded programmes and projects

• Work with national statistics providers to improve availability of data to identify race inequalities (for example the number of Black, Asian and Minority Ethnic-led businesses)

• Work with Black, Asian and Minority Ethnic communities to understand how we can improve the accessibility of projects and programmes for Black, Asian and Minority Ethnic residents, businesses and organisations

• Work with Black, Asian and Minority Ethnic communities to co-design employment, skills and business support interventions that narrow the gaps in outcomes between Black, Asian and Minority Ethnic and White residents

• Include race equality considerations in all future policies and strategies and ensure decision makers understand the targets and priorities that have been set

• Improve the racial diversity of strategic decision-making panels across the region

**Achievements**

By 2025 there will be:

• An additional 2,500 Black, Asian and Minority Ethnic led businesses supported by the Combined Authority to start or grow a business

• An additional 5,000 Black, Asian and Minority Ethnic residents supported through employment and skills programmes including work placements and apprenticeships

• Rigorous and consistent diversity monitoring for all Combined Authority funded projects and programmes

• High-quality Equality Impact Assessments completed for all policy, projects and programmes prior to sign off

• Improved availability of data to understand economic performance through a race equality lens

**Ambition**

The Combined Authority seeks to:

• Listen to and amplify the voice of Black, Asian and Minority Ethnic communities

• Increase the number of organisations across the City Region prioritising race equality

• Support organisations to make positive change in the area of race equality

**Actions**

The Combined Authority will:

• Engage with Black, Asian and Minority Ethnic communities to have honest conversations about racism and barriers in the City Region

• Engage with young Black, Asian and Minority Ethnic residents and empower them to enact change in the City Region

• Facilitate conversations between Black, Asian and Minority Ethnic communities and organisations across the City Region

• Work closely with Black, Asian and Minority Ethnic communities to co-design solutions

• Support local and national campaigns for racial justice

• Be an active leader and play our part in educating and supporting the business community to tackle racism

• Facilitate increased Black, Asian and Minority Ethnic representation in senior leadership and board level positions across the City Region

• Share best practice and promote organisational models that tackle race equality

**Achievements**

By 2025 there will be:

• Increased engagement between organisations and Black, Asian and Minority Ethnic communities

• An increase in the number of organisations taking positive action to address race equality

• An improvement in the recognition and understanding of the day-to-day experience of racism that makes life for Black, Asian and Minority Ethnic residents different from that of White people