



Race at Work Action Plan

One year on

October 2021



Through the Race at Work Action Plan Barclays is focusing its efforts across four areas:

- **Increasing the number of under-represented minority employees it hires**
- **Providing more Black and ethnically diverse colleagues with access to career and development opportunities**
- **Creating a culture of allyship across the organisation**
- **Being transparent about its Race at Work Ambitions and the outcomes the bank is trying to achieve**

Increasing the number of under-represented minority employees Barclays hires

Actions set out in October 2020

Enhance relationships with Historically Black Colleges and Universities in the US, and their global equivalents

Improve the diversity of candidate slates for open roles

Proactively approach Black professionals about opportunities at Barclays

Launch specialised career coaching for Black colleagues at VP level and below

Progress as at October 2021

- Research and Market Mapping team established, now building a pipeline of Black professionals as potential candidates for Managing Director and Director roles
- Specialised career coaching service established for colleagues at VP level and below
- Grown relationships with early careers partners, including SEO in the UK and Modernguild in the US
- Expanded Discovery Programme, a global recruitment programme to attract high-achieving graduate candidates from under-represented groups

Providing more Black and ethnically diverse colleagues with access to career and development opportunities

Actions set out in October 2020

Sponsor top Black Directors to support career progression

Provide Black colleagues with increased access to development programmes

Offer mentoring opportunities to Black colleagues at VP level and below

Progress as at October 2021

- Momentum, a career development and sponsorship programme for ethnically diverse Directors, kicks off in October 2021
- Increased the participation of ethnically diverse colleagues in our flagship talent programmes for Directors and VPs and piloted Launchpad, a diverse talent programme for VPs
- Increased the number of ethnically diverse ex officio appointments on committees, and introduced mentoring and reverse mentoring pilots
- Sponsored STRETCH 2020 and 2021, a leading conference dedicated to the career progression of Black and ethnically diverse talent

Creating a culture of allyship across the organisation

Actions set out in October 2020

Mandate thought-provoking training on Race for all colleagues

Increase support for allies to Black colleagues

Progress as at October 2021

- New inclusion objective introduced for all colleagues
- Mandatory training on race assigned to all colleagues
- Thousands of leaders, line managers and colleagues participated in, and used, new allyship training and learning resources

Being transparent about the Race at Work Ambitions and the outcomes the bank is trying to achieve

Actions set out in October 2020

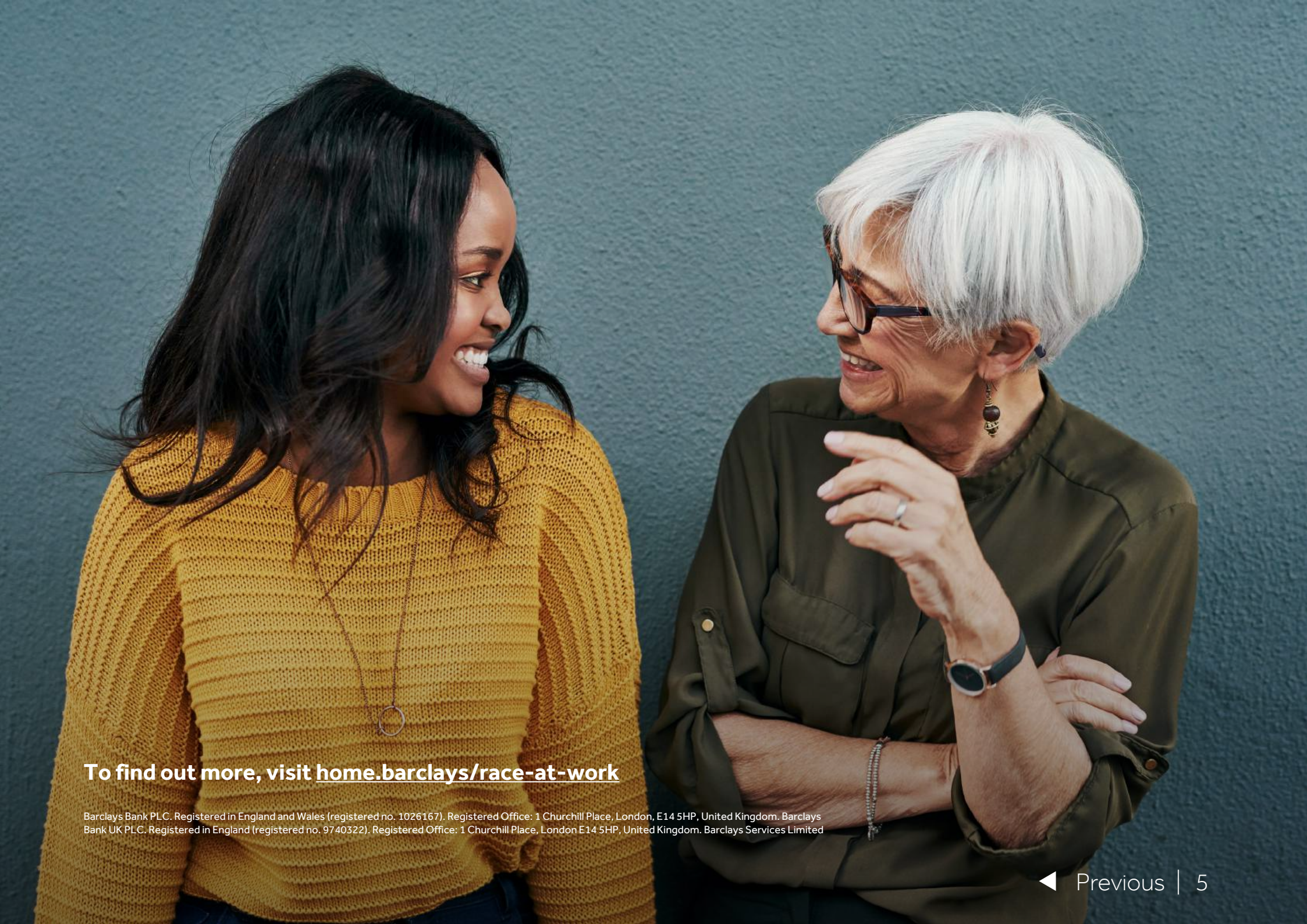
Introduce enhanced ethnic diversity data to make evidence-based decisions

Use data to help set goals and measures

Progress as at October 2021

- Race at Work Ambitions introduced to close the gaps in the UK and US where some ethnicities are significantly under-represented
- Ethnicity diversity reporting and heatmaps shared with senior leaders
- Race at Work Champions established in each business and function, empowered to deliver plans
- Annual Your View survey included diverse characteristics questions, including ethnicity, to help identify specific engagement insights from Black and ethnically diverse colleagues
- 'Count me in' emails sent directly to UK and US colleagues who have not previously disclosed their ethnicity information. Updating their information will help Barclays have a more accurate view of its ethnicity profile which is crucial to future Race at Work planning

Continue to listen and take action based on colleague feedback and external research



To find out more, visit home.barclays/race-at-work

Barclays Bank PLC. Registered in England and Wales (registered no. 1026167). Registered Office: 1 Churchill Place, London, E14 5HP, United Kingdom. Barclays Bank UK PLC. Registered in England (registered no. 9740322). Registered Office: 1 Churchill Place, London E14 5HP, United Kingdom. Barclays Services Limited