



# 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

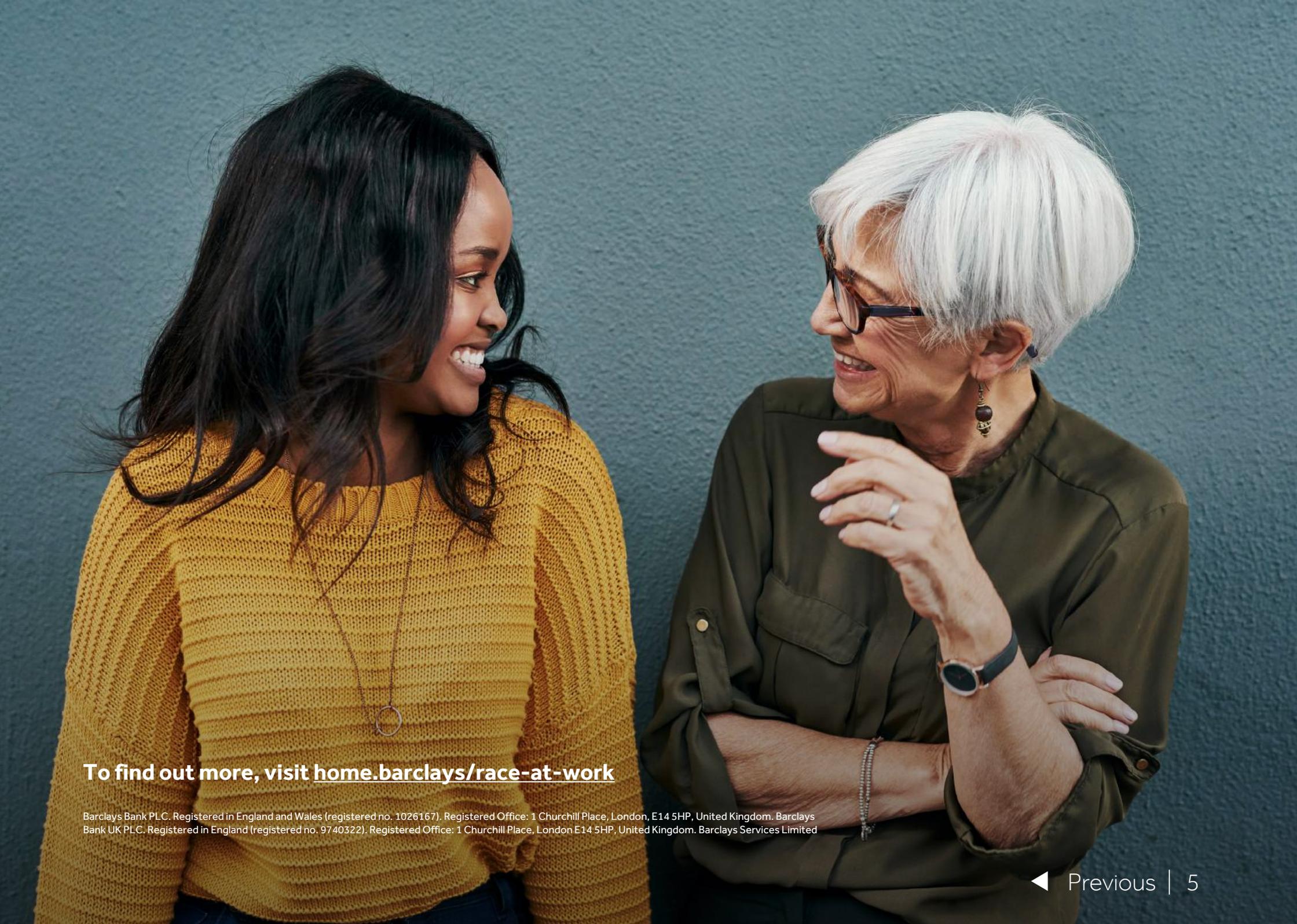
**Introduce enhanced ethnic diversity data to make evidence-based decisions**

**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](https://home.barclays/race-at-work)

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