CIPD
Championing better work and working lives

BUSINESS IN THE COMMUNITY
The Prince's Responsible Business Network

MEETING THE BITC RACE AT WORK CHARTER

An employer's guide

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Meeting the BITC Race at Work Charter: an employer's guide

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1 Introduction

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‘The CIPD has consistentl highlighted the need for organisations to be more transparent abo t ho the report on the di ersit of their orkforce and ho the re ard, manage and de elop people as a catal st for creating more di erse and incl si e orkplaces.’

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Run an organisation-wide campaign on dignity and respect in the workplace

Create a network of anti-bullying champions to support victims

Ensure people managers have adequate training

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Carry out enforcement of zero tolerance approach

Create an inclusive organisational culture

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CIPD *B ilding Incl si e Workplaces*

Ensure that all leaders and managers take ownership for deliv

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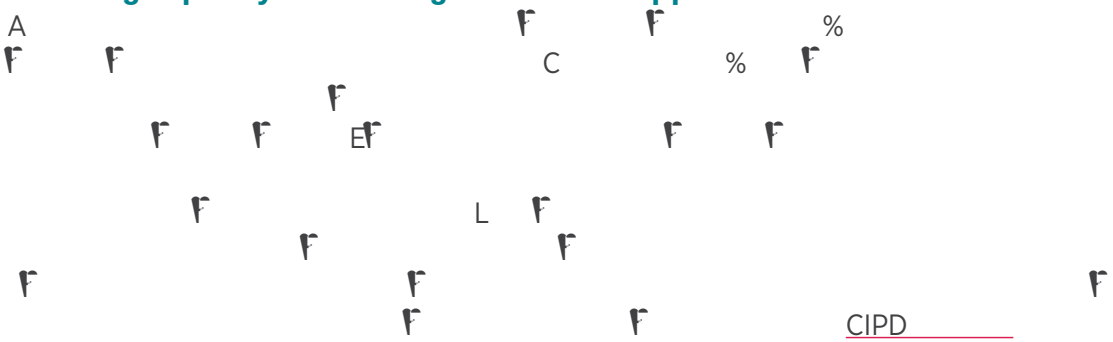
Offer high-quality line management and support



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Give improved access to training and development opportunities

Lead on race inclusion strategy and support the rollout of initiatives

Capture ethnicity data and publicise progress

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