

## Corporate Leadership Team Anti-Racism Pledge

### Nottinghamshire County Council's Pledge to drive black inclusion in the workplace

**As part of our commitment identified in the Council's Equalities (Support for Black Employees) Action Plan, the Council's Corporate Leadership Team make the following pledge:**

To commit to annual reporting on black inclusion actions and to regularly engage with the Council's workforce to share experiences and to hear what it feels like to work for NCC.

In signing the pledge, Corporate Leadership Team have agreed to:

- **Diversifying the face of our organisation:**  
Setting targets for diverse candidate attraction for every position and holding recruiting managers accountable for presenting diverse shortlists. More specifically, setting targets on black talent in our candidate pools.
- **Measuring:**  
Investigating the specific challenges and barriers faced by black talent in our organisation, starting to track ethnicity data and conduct focus groups or listening sessions to properly understand the experiences of our black and minority colleagues.
- **Joining us on our journey of learning:**  
Educating ourselves on the experiences of black people in the workplace and in society at large.
- **Starting the conversation:**  
Being vulnerable with our people. Admitting we have not done enough and that the work is just beginning.
- **Elevating Black voices:**  
People know discrimination and racism are a lived, everyday reality now – but do they know what forms it takes every day in the workplace? We must start these conversations. We will also do more to celebrate black leaders and talent in our organisation and the wider business community.

### **Committing to specific actions:**

Our commitment will be posted on the Council's intranet and shared with our workforce. We must show what our organisation looks like truthfully and identify what more we are doing to change it

Signed by the Corporate Leadership Team:



Anthony May, Chief Executive



Adrian Smith, Deputy Chief Executive and Corporate Director, Place



Colin Pettigrew, Corporate Director, Children and Families



Melanie Brooks, Corporate Director, Adult Social Care and Health



Marje Toward, Service Director, Customers, Governance and Employees and Monitoring officer



Nigel Stevenson, Service Director, Finance Infrastructure & Improvement and Section 151 Officer



Jonathan Gribbin, Director of Public Health



Derek Highton, Interim Service Director, Transformation and Change

**“Our lives begin to end the day we become silent about things that matter.”**

**“In the end, we will remember not the words of our enemies, but the silence of our friends.”**

- Both Martin Luther King