

The EY Foundation's race commitments

This is a critical moment for society that demands bold action from all of us. The scale of the challenge to tackle racial inequality is huge but we are passionate in our determination to secure change - both for our organisation and the young people we serve.

The primary purpose of the EY Foundation is to support young people who face barriers to succeeding in the workplace. With over 80% of the young people we work with from Black, Asian or ethnic minority communities, our team and Board need to reflect the young people we support.

In 2019, we made diversity and inclusion a strategic priority, with a focus on race. We will build on the action already taken to accelerate meaningful change. This includes moving away from placing people from different ethnic backgrounds into one category, to more effectively address the specific issues facing each group. We acknowledge that we don't have all the answers, but we will continue to work with young people, employers and other partners to evolve our approach and contribute to building a fairer and more equal society.

Today we publish these eleven commitments and in the coming months and years we will publish our progress against them.

1. We will continue to create and celebrate an inclusive culture through regular race equality awareness, education and training. This will include running a diversity of thought workshop with the team, Board and Youth Advisory Board (YAB) in 2020 and building and training a network of authentic allies, including all young people on our programmes.
2. By 2025, we commit to take all lawful steps to achieve 50% of our team and leadership team will come from Black, Asian or ethnic minority communities. Specifically, it is our objective that 30% of our team and leadership team will come from the Black community.
3. By 2025, we commit that 50% of our Trustees and Patrons will come from Black, Asian or ethnic minority communities. Specifically, 30% will come from the Black community.
4. By 2025, we commit that 50% of our Board in key positions of influence will be from Black, Asian or ethnic minority communities. Specifically, 30% will come from the Black community. Influencing positions include: Chair, Treasurer, Chairs of sub-committees, Diversity and Inclusion Lead, Safeguarding Lead, Chair and Co-Chair of the YAB.
5. We will continue to ensure young people from Black, Asian or ethnic minority communities are at the heart of all our work. One way we will do this is to conduct

a survey of Black young people to better understand access to employment opportunities and the challenges they face. This will be funded by EY and used to help guide further action.

6. Starting in 2021, we will work with EY to give at least 30% of Black young people on our programmes a place with EY on work experience. For the next five years, we will work with EY in partnership to offer entry into EY school leaver pathways to at least 30% of Black young alumni of the Smart Futures and Our Future programmes.
7. From 2020, we will incorporate race equality measures into the way we evaluate our impact and our long-term targets in support of young people.
8. From 2020, review our HR policies and reward and recognition processes to ensure they deliver racial equality.
9. When available, and where appropriate, we will publish our race and gender pay gap statistics
10. From 2021, we will define - and then measure - the data we need to understand the ethnic background of our employer partners and volunteers.
11. From 2020, we will disaggregate statistics when reporting on our organisation, for those from Black, Asian or ethnic minority communities to demonstrate increased transparency. We will avoid using the BAME category as far as practically possible when we scrutinise the experience of our team, young people, partners and supporters we work with.

The 2025 targets are concurrent with the EY Foundation's new strategy and recognises the importance of making a long-term commitment to achieve significant impact. Our targets will be monitored quarterly and reviewed annually at Board and Youth Advisory Board Level, with Ambassadors and Patrons and at EY Foundation Leadership Team meetings. Progress will also be scrutinised by our diversity and inclusion working groups.

We call on our staff, young people, volunteers, fundraisers, employer partners, funders and other supporters to help us achieve these commitments.

Maryanne Matthews, EY Foundation CEO

Patrick Dunne, EY Foundation Chair

Joseph Watson, YAB Chair and Fahima Akther, YAB Vice-Chair