



Race Commitments Progress Report

Mid-point review of our
five-year commitments

February 2023



EY Foundation



Welcome

Our four key areas of focus

This interactive report is best viewed on your desktop or laptop

Welcome

Anu Law
EY Foundation DEI Leader

Click image to reveal
Olivia's introduction and
welcome video

Olivia Agbe
EY Foundation Youth
Advisory Board Member –
DEI Lead

At a glance: our
progress so far

At a glance: our progress so far

Click on a race commitment below to read an update on our progress. These [commitments](#) were developed in 2020 through leadership discussions, research and by listening to the voices of people from Black, Asian and ethnic minority communities.

Team culture, training & development

We've divided our work towards our commitments into four key areas: 'Team culture, training & development', 'Young people', 'Recruitment & representation', and 'Measurement & impact'. Pages 4 to 7 explore these areas in further detail.

Roll over to remind yourself of the commitment

What progress have we made?



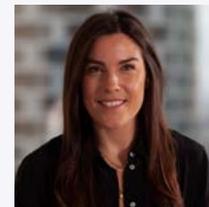
Our cross-department RaceForward20 group was set up in 2020 and continues to drive progress towards our Race Commitments.



Anita Chouhan



Ewan Bennie



Kathryn Eastwood



Jennifer Freeman



Sion Walton-Guest

Young people

Young people

This page covers Commitments 5 and 6, which are joint commitments between EY and the EY Foundation.

Roll over to remind yourself of the commitment



What progress have we made?

Recruitment & representation

This page covers Commitments 2, 3, 4 and 8.

Roll over to remind yourself of the commitment



What progress have we made?

Measurement & impact

This page covers Commitments 7, 9, 10 and 11.

**Roll over to remind yourself of
the commitment**



What progress have we made?

Reflections



“

Since the launch of our race commitments, there has been a significant increase in awareness and understanding about a wide range of DEI issues across our team.

Though this is a journey, we are building an inclusive environment where everybody in the team feels able to contribute, ask questions and be themselves. Looking to the future, championing racial equity inside and outside of our organisation is a personal priority and I will continue to focus on taking action that achieves a step change in impact.



Lynne Peabody
EY Foundation CEO



Julianna Oladipo
EY Foundation Trustee
and DEI Trustee Lead

Thank you for reading our Race Commitments progress report. We hope you take something from it, whether it is greater insight into the importance of inclusivity, or new ideas for supporting DEI and racial equality agendas within your organisation.

As we reflect on the steps taken and lessons learned over the past two and a half years, it is clear we want to continue our work until 2025 and beyond with the following considerations in mind:

- ▶ We commit to maintaining transparency, to hold ourselves accountable and share the positive work we are doing.
- ▶ The voices of young people will remain at the heart of everything we do.
- ▶ We will continue our strong relationship and collaboration with EY to work towards our goals, particularly those focused on young people.

Finally, we hope that our focus on inclusivity as a Board and with the EY Foundation team, rather than solely on achieving specific targets, will be the key driving force behind achieving a diverse workforce and continuing to influence meaningful change. In other words, the 'I', i.e., Inclusion will drive the 'D', i.e., Diversity, as an inclusive environment results in everyone feeling empowered to be who they are and creates equal opportunities to succeed.

Get in touch: If you want to find out more about DEI at the EY Foundation, please reach out to diversityandinclusion@eyfoundation.ey.com



About the EY Foundation

The EY Foundation is a UK registered charity that works directly with young people, employers and social entrepreneurs to create or support pathways to education, employment or enterprise. EY Foundation operates and is incorporated independently of EY and is governed by a separate trustee board.

The EY Foundation is a charitable company registered in England and Wales and Scotland with registered charity number 1157154 and SC045076. It is also a member firm of Ernst & Young Global Limited.

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