

Game-changing principles

- 1. Data:** our game-changing principle requires data to be accessible, responsive to the evolving nature of post-modern inequalities, e.g. intersectionality and relevant, i.e. in respect of what is being measured.
- 2. Governance:** our principle in respect of governance declares race equality expertise and insight to be a core requirement of strategic decision-making and, therefore, suggests that CSRF – and other cross-government BAME Networks – be represented on relevant boards, committees and, possibly, NEDS. **CAUTION** - this is not about delegating responsibility for race to one team/network or assuming one's ethnicity alone gives them exclusive authority to speak to the issue of race equality, but recognising the unique contribution of intrinsic owners (in this case BAME staff) and our commitment to encouraging diversity of thought.
- 3. Policy:** our game-changing principle insists that our future D&I strategy include a clear evidence-based action plan aligned with – and committed to – addressing the systemic race equality fault lines that we know exist – see *Ethnic Dimension Report 2015*, *Race at Work 2016* and *Race in the Workplace 2017*.
- 4. Investment:** our game-changing principle wishes to highlight the ROI possible through staff networks as internal consultants, subject matter experts and ambassadors for inclusion.
- 5. Accountability:** our principle insists that we implement a quality mark [or standard] that is routinely monitored, embedded and published in respect of improving race equality outcomes.
- 6. Scrutiny:** this game-changing principle asks that we identify where gaps exist and commission the development of new policies [practices or procedures] where relevant in the pursuit of improving race equality outcomes.
- 7. Future Proof:** the principle of this game-changer insists that we cannot really be a completely BRILLIANT Civil Service until we recruit more BAME talent, address underrepresentation and improve our SCS BAME population.