THE GREY AREA
DECODING INCLUSION

Background

According to government stats, 93.0% of the white ethnic group in UK were born in the UK itself (the highest percentage out of all broad ethnic groups), followed by 80.6% of people with mixed ethnicity, 46.9% of people in the Black group, 42.0% of people in the Asian group, and 29.8% of people in the other ethnic groups. Just over half (50.3%) of people in the broad Asian ethnic group were born in Asia or the Middle East, rising to 71.3% for people in the specific Chinese ethnic group. 61.4% of people with Black African ethnicity were born in Africa, while 37.9% of those with Black Caribbean ethnicity were born in the Americas (including the Caribbean)

Source: https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/people-born-outside-the-uk/latest

Britain was one of the first European countries to pass legislation prohibiting racial discrimination. There has been a series of Acts in 1965, 1968, 1976, 2000, 2006 and 2010 which introduced, strengthened and extended measures to prevent discrimination. As well as being a pioneer of anti-discrimination legislation, Britain was also a pioneer in using field experiments to determine whether racial discrimination was actually occurring.

Source:https://www.thebritishacademy.ac.uk/blog/how-ethnic-minorities-still-discriminated-against-uk-job-market

There is a lot of research out there evidencing that people belonging to ethnic minorities to date experience racism and prejudice regularly. Black Britons and those of south Asian origin face "shocking" discrimination in the labour market at levels unchanged since the late 1960s, research has found. A study by experts based at the Centre for Social Investigation at Nuffield College, University of Oxford, found applicants from minority ethnic backgrounds had to send 80% more applications to get a positive response from an employer than a white person of British origin.

Source: University Of Oxford https://www.lawson-west.co.uk/for-people/services/employment/articles/racial-discrimination

According to the Mc-Gregor review, there is discrimination and bias at every stage of an individual's career, and even before it begins. From networks to recruitment and then in the workforce, it is there. ***In 2015, 1 in 8 of the working age population were***

from a BME background, yet BME individuals make up only 10% of the workforce and hold only 6% of top management positions.

According to a findings from another report by the University of Manchester [Britain's ethnic minorities are facing barriers to social mobility and job opportunities](#),

What Is The Grey Area?

Despite repeated efforts, why aren't diversity initiatives working their charm? What else needs to be done or rather done differently?

There are several reports, studies and researches that highlight this bias and prejudice but we are yet to see reports and surveys directly targeted towards the minorities themselves where we ask *them* about their pain points and give them an opportunity to identify what will enable them to progress and climb the top.

Challenges that hold ethnic minorities include a combination of internal and external challenges-some challenges are in areas wherein employees can themselves be empowered through training, mentoring and coaching for example lack of self-confidence and esteem, impostor syndrome, anxiety and stress related to stereotype threat, need for perfectionism, and fear of missing out and fear of vulnerability amongst many others. But then are other external challenges which are not in our control such conscious and unconscious bias and micro-aggressions -we can see an increasing trend for these type of trainings.

But how about catering to both sets of challenges?

Perhaps, the reason why we have not been very successful in diversity and inclusion initiatives is that we are too singularly fixated on certain type of mandatory and forceful trainings and not taking into account other factors? A recent article in HBR quoted a research on women in which it was found that many non-white women brought up not being invited to social events (including lunch) or being "accidentally" excluded from information sharing opportunities. This being "left out," even in strong, team-based environments, led to resentment and mistrust of their co-workers. Perhaps, being left out of more minor events like this signalled that the women might be excluded from more important events or activities that could have larger career implications. So unless we take initiatives at both side of the ends, true inclusion cannot and will not be achieved.

Traditionally, we try to address either the external or the internal challenges and not both together. Organisations are increasingly trying to find solutions to diversity and inclusion challenges by opting for black *or* white solutions and answers and that's where **THE GREY AREA** comes in!

A solution which is not entirely black or white but a combination of both. What we are trying to establish is that achieving D&I is not that simple, many forces are at play and hence, the answer cannot be either/or. If you are trying to be more inclusive then perhaps it's about time we step into **THE GREY AREA**.

The phrase **GREY AREA** itself indicates an ill-defined area. We may know something exists but we can't exactly pinpoint what it is. It's always there and doesn't go away and we often mistakenly try to work around it and try to avoid it. We at **The Grey Area** aim to redefine and reconfigure balance of power in an organisation by giving a voice to minorities and hearing from *them* as to what exactly it is that *they* need to see in order to progress. We wish to support Managers and employees in walking through **THE GREY AREA** by asking those rather difficult questions so that they can understand and realize what inclusion means to them.

The Grey Area Team wants to help managers reframe their thought process by helping them recognize this grey are exists –we can't ignore it so we might as we well as dive in, find out what's going on dispel the myths. Perhaps, it is this Grey Area wherein lie solutions to truly embracing diversity. Perhaps, Grey is The New Black…..

Survey
We want organisations to **G**enuinely **R**ecognise **E**thnicities and that's why **Y**our Voice Matters! Please fill this survey!

Find out more:

- www.thegreyarea.uk
- info@thegreyarea.uk
- @TGAInclusion
- www.facebook.com/TGAInclusion