

Action for Trustee Racial Diversity (ATRD) - Brief on Board racial diversity

The stats

- 2.9% of trustees in the sector are women of colour - representing fewer than 5000 out of 168.0000 trustees
- 92% of trustees are white, older, and above average income and education (Charity Commission 2017)
- 71% of trustees are recruited through an informal process
- The level of ethnic minority individuals on large charity boards is just 6.6%, representing 418 of a total of 6338 trustees.
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To put that in context, 14% of the England and Wales population is from non- white background. In London, the figure is 36.8%.

The Benefits of Diversity

Research by McKinsey found that companies who were more gender diverse were 15% more likely to outperform their peers. In that same study they looked at ethnicity, and found that companies who were more ethnically diverse were 35% more likely to outperform their peers.

Other benefits of a diverse Board:

- avoids the risk of “groupthink” and “collective blindness” when all trustees and senior staff come from the same social, educational and racial background
- gives organisations the opportunity to reflect and discuss as a whole on the benefits of diversity and how embracing it in word and in action will help their organisation be more effective
- It gives those you support from racially diverse communities the reassurance and confidence that you are keen to reflect them at its top level and adapt and deliver their services accordingly
- It allows you to bring in people with new ideas and different experiences; and particularly younger people with different perspectives; Black and Asian communities have proportionately more younger age range than the white population; 54.4% for Black and Asian people against 42.6 % for White people in the 18-50 age range.
- It positively affects the quality, impact and creativity of organisational decision making
- enables charities to draw on a wider pool of talent including those who represent better the people they support and communities in which they work.
- brings “lived first-hand experience” of the issues which the charities addresses networks. We now for instance have over 50 Black and Asian student networks on the list and it’s clear there are hundreds more yet to be added.