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Chief Executives,

Public Sector Leadership Summit on Race Equality in Employment

Further to my letter of 5 February, requesting information on how your organisation intends to take forward the recommendations of the Equalities and Human Rights Committee report – [Race Equality, Employment and Skills: Making Progress?](#), I am writing to provide more information on the Public Sector Leadership Summit on Race Employment.

The Summit will be held as a virtual event on 24 March from 10 am to 12 pm. It will focus on the Committee's key recommendation of understanding racism and seeks:

- a common understanding of institutional racism, which can go beyond overt discrimination and racism to encompass indirect and unintentional consequences of employment practices that result in unequal outcomes for minority ethnic staff;
- a greater collective understanding of the progress to date and challenges that still exist in organisations across the public sector;
- to share practices, tools and other supportive mechanisms; and
- a formal commitment from all public sector leaders to take forward the Committee's recommendation: *"for those in public authority leadership positions to undertake an assessment of their organisation's understanding of racism and the structural barriers that may exist within public authorities organisations; and to integrate their ambitions into their next strategic plan;... underpinned by specific outcomes and supported by timely monitoring. Public authorities should be transparent about their targets and their progress in delivering their outcomes"*.

To ensure effective and meaningful discussion from participants we will focus on a group of 30-40 people drawn from the Chief Officers across the public sector in the Scotland. Invites will be going out shortly to representatives from key sectoral groups including Health, Local Government, Education and Justice.

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For those not attending the Summit, there will be a write up on the event providing an overview of the outcomes and we will engage with you proactively to ensure that there will be an opportunity for organisations to feed into this.

We feel it is vitally important each of us build on the Committee's inquiry, and the Summit will represent a step in the journey to progress not only these recommendations, but wider efforts to promote race equality in employment, such as the Scottish Government's Race Equality Framework 2016-2030. I am absolutely committed to supporting public sector organisations to progress their race equality policies, and that is why, in the months following the Summit, to help with public sector organisations' ongoing work in this area, we plan to work with a race equality stakeholder to organise a series of follow up events. These will take into consideration the Committee's other recommendations regarding recruitment, retention and progression; and the collation, analysis and use of data.

These events will complement the range of tools the Scottish Government has developed, including, the [Minority Ethnic Recruitment Toolkit](#); those currently in development, including positive action guidance and a race equality training framework; and will feed into the Race Equality Framework

Subject to the views of the incoming administration after the Scottish Parliament elections, and when it is safe to do so, we will, by the end of the year, hold a national conference for public sector leaders. This will be a culmination of the summit and follow up sessions, and an opportunity for leaders to share their activity, progress and experience on race equality in employment.

If you or your colleagues wish to discuss further this letter, please contact the Race Employment Team at raceemployment@gov.scot. I would also like to take this opportunity to thank those of you who have submitted your response to my previous letter, particularly in light of the additional challenges facing the public sector at this time. I look forward to receiving all other responses shortly.

I hope this letter is helpful and I very much look forward to engaging with the sector at the Summit as part of our commitment to drive forward race equality in Scotland.

Yours sincerely



JAMIE HEPBURN

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