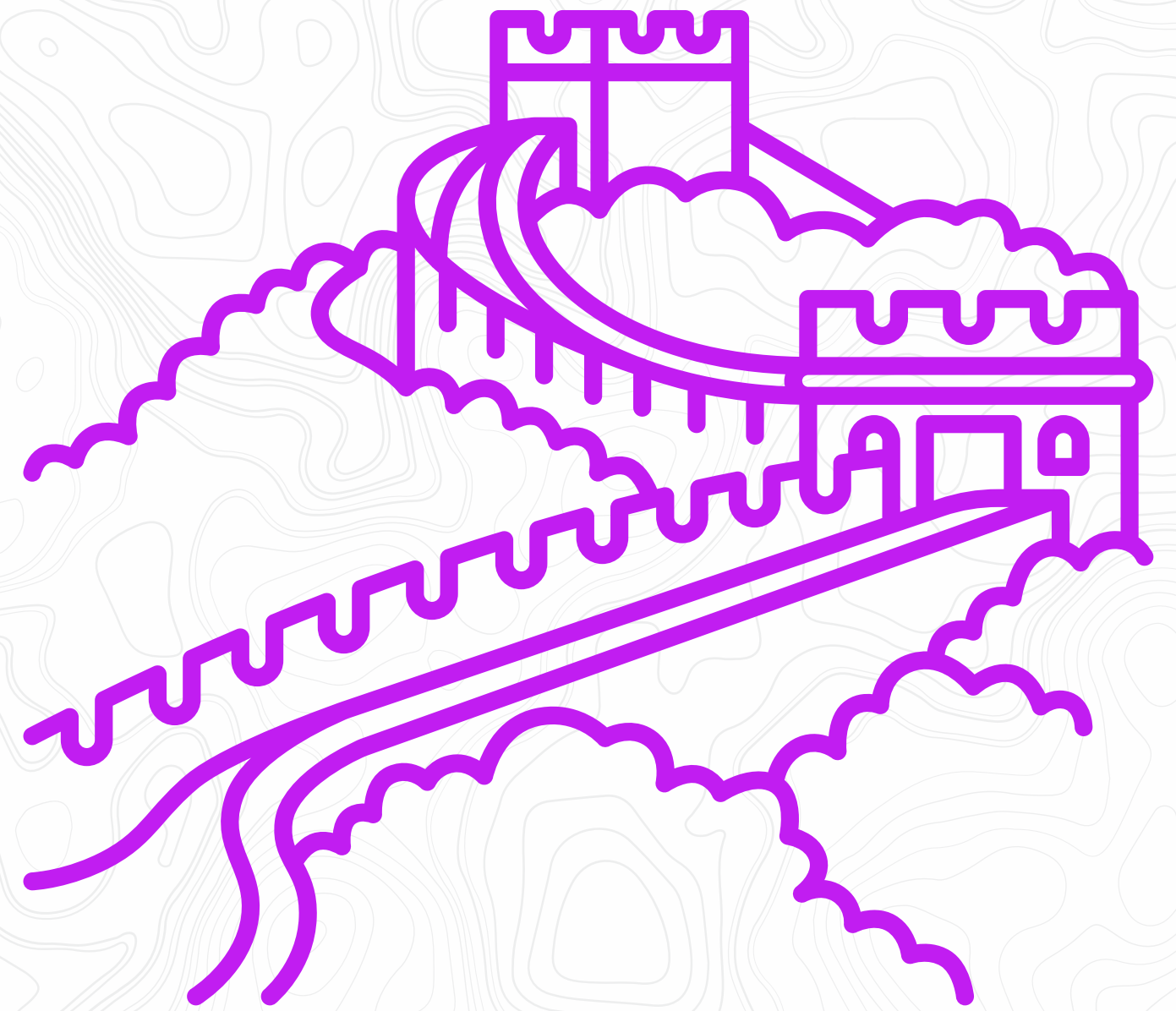


# Race in Heritage Award

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THE RACE EQUITY, DIVERSITY & INCLUSION AWARD  
FOR THE HERITAGE SECTOR

INCLUSIVE  
BOARDS



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Fairbairn  
FOUNDATION

# THE ORGANISATIONS BEHIND THE RACE IN HERITAGE AWARD



## BLACK CULTURAL ARCHIVES

Black Cultural Archives grew from a community response to the New Cross Massacre (1981), the Police and Criminal Evidence Act (1984); underachievement of Black children in British schools, the failings of the Race Relations Act 1976, and the negative impacts of racism against, and a lack of popular recognition of, and representation by people of African and Caribbean descent in the UK.

Black Cultural Archives is the home of Black British History. We use our mission to collect, preserve and celebrate the histories of people of African and Caribbean descent in the UK and to inspire and give strength to individuals, communities and society.



## INCLUSIVE BOARDS

Inclusive Boards (IB) was founded in 2016 and is an award winning organisation that supports organisations to be more inclusive and diverse.

Our services include capacity building in Equality, Diversity & Inclusion through training and advisory work, Executive Search and Leadership Development Programmes.

We have directly worked with a number of organisations in the Heritage Sector including: Museum Development Yorkshire, The Royal Horticultural Society, The National Archives, The Old Vic, and Heritage Crafts.

# ABOUT THE RACE IN HERITAGE AWARD

The Race in Heritage Award (RiHA) is a race-specific benchmarking award offered to Arts, Culture, and Heritage (ACH) organisations across the UK.

It is a joint venture initiative between Black Cultural Archives (BCA) and Inclusive Boards.





RiHA is the only initiative in the United Kingdom that recognises and awards Heritage organisations who are actively working to improve the representation, progression and succession of global majority staff and volunteers in the Arts, Culture and Heritage sector - making work better for all.

The RiHA are awarded across three levels dependent on where organisations are on their EDI journey and the depth of assessment involved and are valid for 12-36 months dependent on the level awarded.

# THE AWARD LEVELS



Level 1 is a 1 year award for organisations who have commenced their equality, diversity and inclusion journey and actively engage with issues of race in the workplace.



Level 2 is a 2 year award for organisations who are able to evidence their commitment to engaging with issues of race in the workplace and advancing equality, diversity and inclusion across all levels of the organisation.



For organisations who can demonstrate that they engage with and exemplify best practices within the sector when supporting equality, diversity and inclusion initiatives and delivery.

**recommended for larger organisations**

# THE BENEFITS OF THE RACE IN HERITAGE AWARD

- Gain independent **insights** into your current initiatives and receive **recommendations** on how to strengthen these
- Become a **recognised leader** of RIHA best practice in the arts, culture and heritage sector
- Improved attraction, retention and promotion of minoritised staff
- **Embed inclusive recruitment** policies and practices
- Proactive **commitment** to equality, diversity and inclusion to both staff and stakeholders
- Improve **board effectiveness and governance** in achieving its strategic EDI objectives
- A **full assessment report** outlining areas for success and recommendations for further action
- Act as a catalyst for **culture change** and support **anti-racist practices**
- At **Level 3**; develop compliance with Public Sector Equality Duty, Principle 6 of Charities Governance Code and Arts Council Investment Principles



# UNDERGO A THREE-STAGE PROCESS

**Engage**



*Meet your  
assessor*

**Assess**



*Your chance  
to share*

**Award**



*Receive your award  
and feedback*

# STAGE 1

## ENGAGE

Our first objective will be to get a detailed understanding of the organisation and any prior work that has taken place in relation to race in the workplace.

1



You will be encouraged to begin the process by submitting an expression of interest form, at which point you will book a call with your assessor.

The assessor will provide you with an information pack detailing the process and summarising the full assessment criteria for your selected level.

2

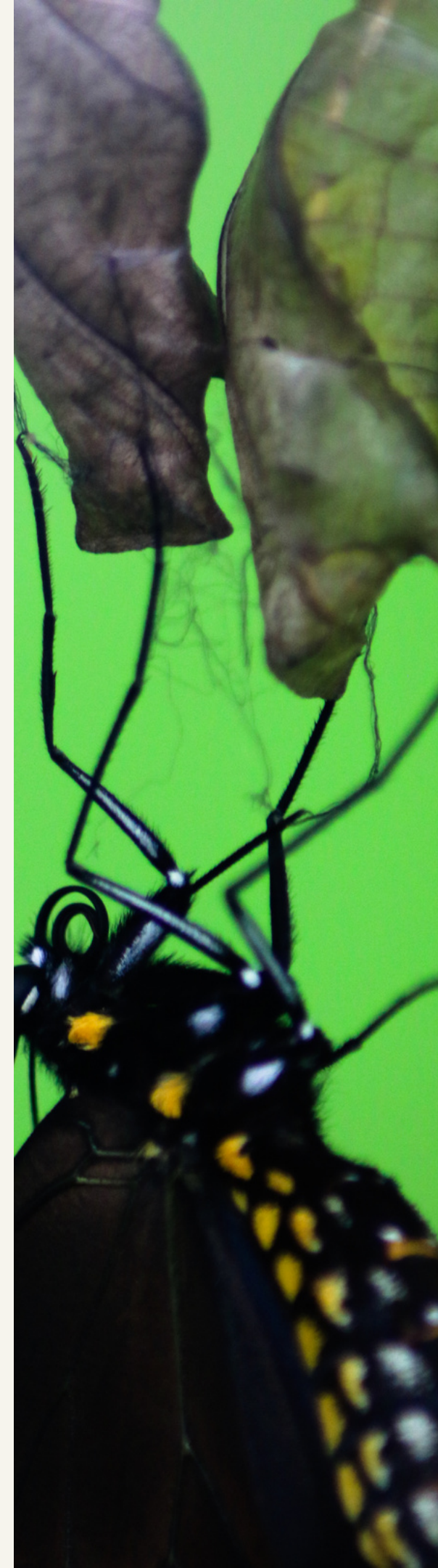


The Expression of Interest form will allow Inclusive Boards to gain information that will allow us to begin mapping the baseline information e.g organisation size, location; and start to gauge an understanding of Equality, Diversity and Inclusion implementation within your organisation.

3



You will meet your assessor online - the purpose of this meeting is to answer any questions you may have about the process and receive guidance on the level of award your organisation should be applying for.





## STAGE 2 ASSESS

1



Your organisation will use the RiHA self assessment tool to evidence compliance with the level of award they are applying for.

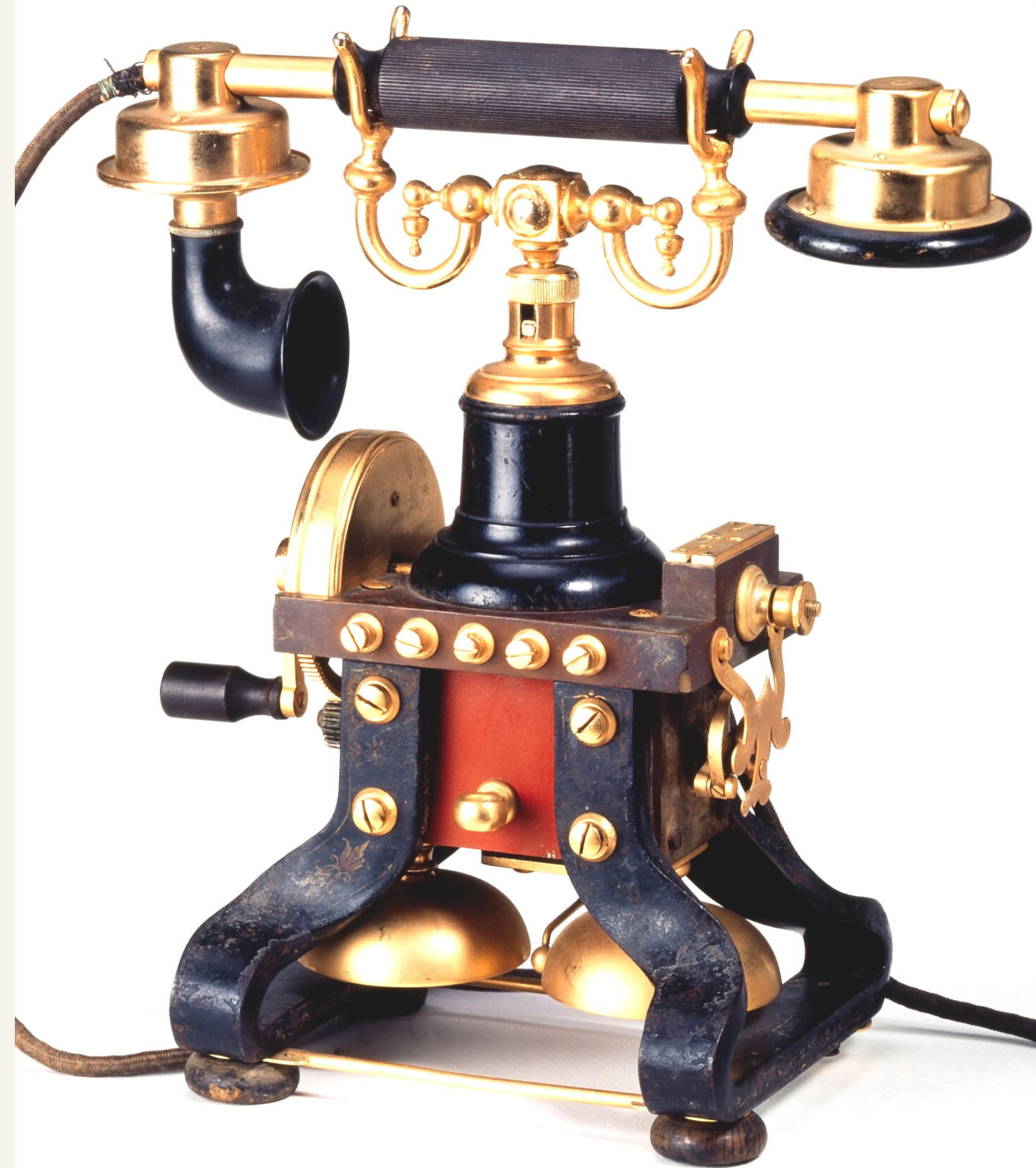
2



For organisations applying for levels 2 and 3, a stakeholder survey will be distributed in order to gauge the organisational culture as well as the implementation and embedding of Equality, Diversity and Inclusion.

Surveys will require a minimum of a 30% response rate.

Level 3 applicants will also attend a virtual stakeholder focus group..



# STAGE THREE AWARD

1

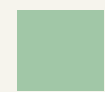
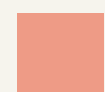



Data collected in the previous stages will be analysed and scored against the award criteria.

2



A summative document will be produced in order to guide your organisation on what you are doing well and where there is room for improvement. The thematic areas assessed will be RAG rated:

-  Good practice to maintain/build on
-  Should be reviewed in a timely manner
-  Requires urgent attention

3



The award will be given and you will receive formal notification of this including digital certification assets. A meeting will be held to provide feedback and signpost additional support for areas to be strengthened/guidance on how to reach the next level.





# WHAT WILL BE ASSESSED?

The Race in Heritage Award demonstrates that an external party has assessed an organisation's engagement with race across three thematic areas. These are:

## Recruitment



## Engagement, Communication and Culture



## Progressing Talent From Within





# WHAT DOES THE AWARDING JOURNEY INCLUDE?

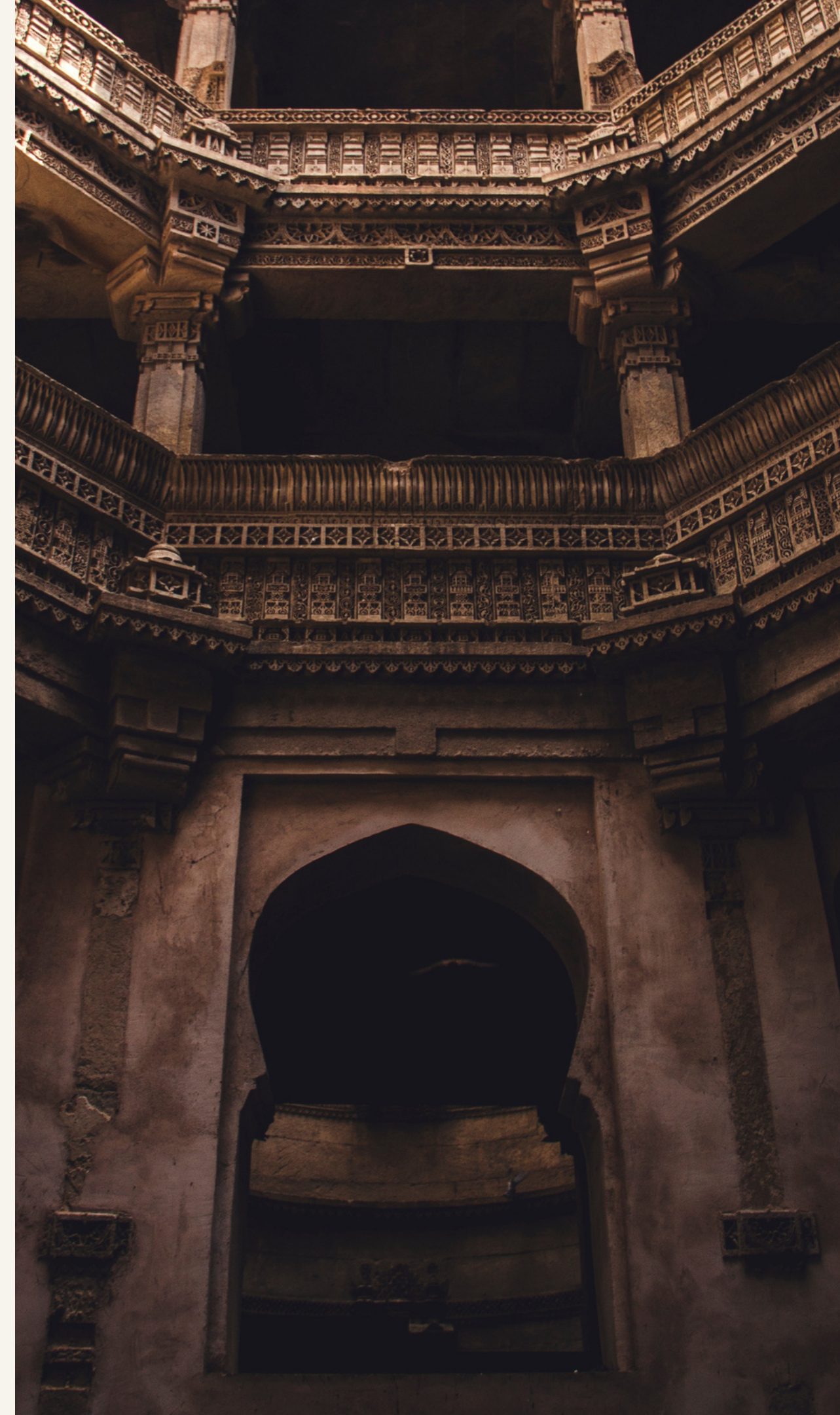
Process	Level 1	Level 2	Level 3
Expression of Interest & Initial call with a RiHA Assessor	✓	✓	✓
Engage with self-reporting tool	✓	✓	✓
Report detailing awarding level, best practice and areas of improvement	✓	✓	✓
Feedback call with assessor to understand how to implement recommendations outlined in report and move to next level where applicable	✓	✓	✓
Stakeholder survey		✓	✓
Stakeholder interview			✓
<b>AVERAGE LENGTH OF TIME</b>	<b>4 weeks</b>	<b>6-8 weeks</b>	<b>12-14 weeks</b>

# TESTIMONIALS

*"Achieving the award gave us confidence in the inclusivity of our organisation."*

*"It was a real morale boost to know we are on the right track in this area and we have things we can focus on and develop."*

*"The award really helped us to put down what we are doing as an organisation in this area. The feedback has then been incredibly useful for looking at our next steps and planning our actions."*

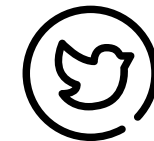


# INCLUSIVE BOARDS

EXECUTIVE SEARCH | ADVISORY | TRAINING | RESEARCH



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