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Introduction

The United Kingdom (UK) is not immune to the pervasive issue of racial discrimination, which may be described as unfair treatment on the basis of race or ethnicity (Race Equality Foundation, 2021). The United Kingdom has a very varied population, yet prejudice is still a big problem in many spheres of life. In this paper, I'll discuss some of the causes and consequences of racism in the United Kingdom.

Reason behind racial discrimination

UK racial prejudice is fuelled by ignorance about other cultures and identities (Race Equality Foundation, 2021). This often leads to unconscious racism towards persons of colour. Studies reveal that Asians and people of colour are more likely to encounter job discrimination (TUC, 2021). This shows how stereotypes impede ethnic minority opportunities.

Institutional and structural barriers contribute to UK racial prejudice (Equality and Human Rights Commission [EHRC], 2018). Ethnic minorities face these barriers to success. Poverty, homelessness, and congestion disproportionately impact ethnic minorities in the UK (EHRC, 2019). As there are substantial performance discrepancies between students of different races, UK education institutions have also been criticised for perpetuating inequality (EHRC, 2016). UK far right and nationalist ideology may have contributed to racial tensions and discrimination (Race Equality Foundation, 2021). These ideologies promote a single national identity and blame minorities for society's problems. This promotes racial discrimination.

New strategy

One innovative strategy that has the potential to assist in lowering levels of racial discrimination in the workplace of the UK is the provision of diversity and inclusion training. The purpose of diversity and inclusion training is to assist employees in developing a greater appreciation for the significance of the experiences and perspectives of others (Cox & Blake, 2018). If employees are educated on the importance of diversity, it is possible that they will contribute to the company's efforts to become more welcoming and accepting of differences.

Implementation of the strategy

Training on diversity and inclusion will be particularly beneficial to the company's managers and supervisors since it is their responsibility to implement this strategy throughout the whole organization (Stacey, Krieger, & Pugh, 2021). Throughout the training, critical topics like unconscious prejudice, microaggressions, and stereotypes should be covered, along with real-world examples of how they manifest themselves in the workplace. In addition, education should include strategies for combating prejudice and promoting an atmosphere of openness and inclusion.

When it comes to hiring new employees, the organization should put an emphasis on finding people from a wide variety of backgrounds. Because of this, not only will diversity be promoted inside the organization, but also the employees will develop a deeper awareness and respect for the contributions that come from the diverse cultural and intellectual experiences of their

co-workers (Cox & Blake, 2018). A company's devotion to diversity and inclusiveness is a positive attribute that can be leveraged to win over top talent and increase the brand's image. One way to display this dedication is by hiring individuals from diverse backgrounds than the organization itself. So, we found that the company can implement this method to implement this strategy. The resources will be shared in a proper manner and the training in organizational cooperation will also be done in this way.

Increasing effectivity

The constant monitoring of the organization's efforts to promote diversity and inclusion is something that should be done in order to ensure that the strategy is working effectively. This entails carrying out activities such as monitoring the composition of its workforce, determining the level of employee morale, and monitoring the efficacy of its diversity and inclusion training over the course of time (Nishii, Lepak, & Schneider, 2018). Workers should be free to express concerns or report occurrences of discrimination, and the company should make it possible for employees to provide feedback and get support.

Challenges might have to be faced

I found that businesses may encounter several challenges while implementing diversity and inclusion training. Staff resistance to change is common because they don't perceive the advantage of such training or regard it as a challenge to their current ways of thinking or operating (O'Brien, 2018). Diversity and inclusion training may be overlooked or dismissed without top-level support (Klein, 2019). Diversity and inclusion training takes time, money, and expertise (Brewster, 2019). Training programmes that change participants' perspectives rather than teach facts or skills may be hard to assess (Robbins, 2020).

Diversity and inclusion training may fail. Create successful, organization-specific training programmes with specialists (Kellerman, 2017). Multiethnic or geographically varied organisations may need to account cultural differences (Mor Barak, 2017). I also discovered that diversity and inclusion training and CEO role modelling may help firms overcome these challenges (Klein, 2019). If properly created with subject matter expert input, training programmes may be more effective and personalised to an organisation (Brewster, 2019). Effective training needs regular evaluation and modifications (Robbins, 2020).

Success criteria

Measuring diversity and inclusion training success criteria is essential. Without measuring the success criteria, the effectiveness of this strategy cannot be determined appropriately. Here I found some way to measure the success criteria.

Employee feedback

Employee feedback may measure diversity and inclusion success. Surveys and focus groups may help evaluate a training program's reception (Robbins, 2020).

Changes in behaviour:

Diversity and inclusion training may also improve employee behaviour. Monitor how frequently and respectfully employees engage with colleagues of diverse nationalities and sexual orientations (Kellerman, 2017).

Diversity metrics:

Diversity indicators like the proportion of historically underrepresented groups recruited, promoted, or retained may help organisations evaluate their diversity and inclusion efforts (Hayes & Chang, 2019).

Reduction of complaints and incidents

Another measure of training success is a decline in diversity and inclusion complaints (Brewster, 2019).

Return on investment (ROI)

Finally, ROI may be used to assess a training program's effectiveness (ROI). Training ROI involves comparing the cost to productivity, retention, and morale advantages (Klein, 2019).

Impact of the strategy

Implementing diversity and inclusion training can reduce racial discrimination in the UK workplace, improving awareness, communication, job satisfaction, reputation, and compliance (CIPD, 2019). Such training enables employees to recognize unconscious biases and understand the impacts of discrimination, leading to better communication, teamwork, and innovation (Larkin & Sanderson, 2014). Additionally, a more inclusive workplace can lead to higher retention rates and attract top talent from diverse backgrounds (Cox & Blake, 2018). By complying with legal requirements, organizations can avoid costly lawsuits (Equality Act 2010). In conclusion, diversity and inclusion training is an effective strategy for mitigating racial discrimination in the UK workplace.

Conclusion

In conclusion, it can be said that diversity and inclusion training are essential instruments that may be used to lessen the influence of racial prejudice in the workplace. It is possible for the organization to cultivate a work environment that is more welcoming and inclusive by providing its employees with training on the importance of diversity and inclusion, encouraging the hiring of people from a variety of backgrounds, and frequently monitoring the progress of its diversity and inclusion initiatives.

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