

# THE RACE REPORT

**Region**

No dominant region

**Number of employees**

0-9

**Sector**

Other

**Main activities**

Campaigns and advocacy  
Movement building  
Research and/or academia

**Food Ethics Council**  
2025 Transparency Card



# Action on equality, diversity and inclusion

Organisations taking part in The RACE Report are asked to detail the action taken internally to support equality, diversity and inclusion. The list of actions covers a breadth of areas and incorporates commonly recommended actions to support progression of equality, diversity and inclusion, but is not intended to be an exhaustive list. Neither is one action intended to be prioritised over another, and actions may not be applicable to all organisations.

# Approach to equality, diversity and inclusion

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The [Food Ethics Council](#) has a responsibility to address racial injustice in our food systems. We – ‘we’ as the Food Ethics Council, ‘we’ as the charity sector, ‘we’ as the food sector and ‘we’ as society – have failed to adequately address diversity and inclusion in the food sector; but also have failed to properly tackle wider racial injustices linked to food. We commit to taking concrete actions to address racial injustice, including changing the way we work and what we

work on, platforming diverse and under-represented voices and collaborating with others to address structural injustices. We will strive to bring racial justice to the centre of our food systems by working with others and changing our practices as organisations, institutions, and as a sector. We believe in food systems – and societies – that are fair for all. We commit to working towards eliminating all injustice and abuse of power in our food systems, not least so that all are free to make their own decisions about food and that all have a voice in public decision-making ('fair say').

This includes, but is not limited to, addressing racial injustice and racism. Everyone – no matter their ethnicity (or gender or other personal characteristic) – should have the same chances to access nutritious, culturally appropriate food and to participate fairly in shaping better food systems. We at the Food Ethics Council publicly acknowledge that there is much more that we could, should and must do to address racial injustice. We need to listen, to learn, and to act. We will get things wrong, but we believe it is better to speak out than be silent and to be transparent in our process. The Food Ethics Council is firmly committed to diversity in all areas of its work, including social diversity.

There are many different aspects to social diversity including, but not limited to age, disability, gender, sexual orientation, race and religion or belief. We believe that we have much to learn from the many ethnic groups and diverse cultures which constitute society and from their understanding and perspectives. We also recognise that diversity itself can strengthen our organisation and make it more effective in achieving its aims. As an organisation focused on ethics, we strongly believe in the value of diversity, including considering how courses of action look from the perspectives of a range of different interest groups. Our work towards fair, resilient and biodiverse food systems involves embracing diversity. We value diversity of thought and diversity in how we work and want to be relevant and accessible to all. When our work includes stakeholders or public involvement processes, we will endeavour to involve people who will bring a wide range of perspectives.

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

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TRANSPARENCY	No implementation yet	In the process of implementing, with some progress made	Fully implemented and operational	Not applicable to us	Not appropriate for us	Not possible for us	Don't know
A published statement that shows the organisation is committed to tackling racism			X				
Signed up to the <a href="#">Race at Work Charter</a> , or similar				X			
Statement on recruitment page stating the organisation is underrepresented in terms of racial diversity				X			
Reporting on diversity, equality and inclusion in the last annual report					X		
Race equity pay gap published in last 18 months				X			
STRATEGY	No implementation yet, but we're planning to	In the process of implementing, with some progress made	Fully implemented and operational	Not applicable to us	Not appropriate for us	Not possible for us	Don't know
Race equity strategy, or similar		X					
Race diversity and inclusion strategy, or similar		X					
A progression plan to support people of colour across the organisation to be retained and/or promoted					X		
Published target to increase racial diversity by a given amount by a stated date					X		
Improvement in racial diversity in the performance targets for managers / directors		X					

# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

MANAGEMENT	No implementation yet	In the process of implementing, with some progress made	Fully implemented and operational	Not applicable to us	Not appropriate for us	Not possible for us	Don't know
Senior leader has official responsibility for equality, diversity and inclusion		X					
The risk register for the organisation includes a lack of action to tackle racial injustice / increase racial diversity		X					
Ringfenced budget to deliver race equity / diversity and inclusion work						X	
Regular review of equality, diversity and inclusion activities to ensure they remain effective and impactful		X					

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

HR	No implementation yet	In the process of implementing, with some progress made	Fully implemented and operational	Not applicable to us	Not appropriate for us	Not possible for us	Don't know
Process to measure and track staff perceptions of belonging / inclusion within the organisation					X		
Statements promoting race equity and inclusion within all new recruitment materials		X					
Guaranteed interview scheme for people of colour that meet essential criteria for all new recruitments			X				
Proactive efforts to locate / promote jobs in racially diverse communities				X			
Proactive efforts to get people of colour to apply for jobs, including advertising through specialist diversity jobs boards			X				
No requirement for a degree / work experience within the sector			X				
Collation of application data on racial diversity and ongoing monitoring		X					
Interview feedback is routinely provided to unsuccessful applicants who are people of colour			X				
Policy to have racial diversity in all recruitment / interview panels		X					
Exit interviews are routinely completed and ask about issues relating to race equity and inclusion		X					
Mechanism for complaints relating to witnessing or experiencing racial discrimination or harassment		X					
There is a culturally competent care and support programme for individuals progressing complaints relating to racial discrimination or harassment (over and above standard employee assistance programmes)		X					
Accredited for <u>Investors in Diversity</u> , or similar				X			

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

POSITIVE ACTION	No implementation yet	In the process of implementing, with some progress made	Fully implemented and operational	Not applicable to us	Not appropriate for us	Not possible for us	Don't know
Partnering with an organisation for people of colour to help create a talent pipeline for the organisation			X				
Have offered fixed-term paid placements or internships restricted to people of colour within last 12 months			X				
Compulsory staff training on race equality, diversity and inclusion			X				
Cultural competence and/or unconscious bias training for staff / trustees involved in recruitment			X				
Anonymised survey of people of colour in the organisation within last 12 months	X						
A safe space for staff of colour to speak about lived experiences and/or support network for employees of colour	X						
Inclusion of racism towards staff of colour in risk assessments	X						
Mentoring scheme for employees of colour	X						
Recent review of imagery and language used in marketing and websites / process in place to ensure it is representative of racial diversity and inclusive		X					
Spokespeople / patrons include people of colour			X				
If a funder, have a funding requirement for grantees to tackle racial injustice / increase racial diversity				X			
If a funder, require all existing and/or new grantees to publish race diversity data				X			

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## THE RACE REPORT

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