

Race, Equality, Inclusion and Anti-Racism Working Group: Summary of Proposals.

1. We recommend that the Inn makes a re-stated commitment to equality and inclusion. This would reflect what we understand the Inn's Values already are in a way that makes the commitment both clear and public. Middle Temple's Statement of Values include:

We believe in equality, irrespective of individual characteristics, including gender, race, religion and belief, sexual orientation, gender identity, marital or civil partnership status, age, disability and social background.

This should be accompanied by a clear statement about how complaints and concerns will be dealt with sympathetically and effectively.

2. We recommend that every committee should appoint a member who has responsibility for considering, monitoring and reporting on equality and inclusion issues. This would require every committee to consider the impact, or lack of impact, decisions have on Black and all minority ethnic and underrepresented groups. We would invite each committee to consider how best to achieve effective auditing of consideration and effect.
3. We would encourage greater support and encouragement of under-represented groups to play a more visible part in Inn's activities. By way of example whether committee membership is by election, expressions of interest or co-option, thought should always be given to positive support and encouragement of candidates' under-represented groups to apply.
4. We would strongly recommend more be done by way of mentoring and a revitalised and enhanced sponsorship scheme. Some of the responses suggest that the Inn's existing mentoring scheme is not as widely known about as it should be.

5. We could not determine whether more specifically needs to be done by the extension of outreach programmes, particularly bringing schools etc into the Inn, but we strongly recommend that the scheme should be better publicised and more be done to involve members of the Inn.
6. We would invite all committees and groups to encourage and promote debate, discussion panel, lectures on the subject and further to encourage participation by Black (and other groups) speakers.
7. We would encourage more specific cultural events promoting outside organisations such as Ballet Black, Cape Town Opera, Chineke Orchestra. Such groups will help to rebalance the feeling, "that no one looks like me".
8. We would recommend and encourage the completion of a curated guide to the Inn for those joining. We would welcome a virtual version being made available to all members. We suggest that the history, ethos and values are included. All carefully prepared to ensure that the full range of the Inn's history and membership is reflected in it, so that it does not perpetuate false perceptions of the Inn's values and concerns, and so that it demystifies and explains those aspects of the Inn which may undermine the confidence of new members or their sense of belonging to the Inn.
9. We recommend new or enhanced professional advancement training schemes, by way of example:
 - (a) On obtaining pupillage, tenancy,
 - (b) On practice development and
 - (c) On applications for QC, judicial appointments, etc.
10. We recommend training in awareness and unconscious bias, improved on current provision,
 - (a) Required for all those who serve on committees, most acutely scholarship & prizes and advocacy training,
 - (b) Available online, (free) training for all members of the Inn, recommended for all benchers and
 - (c) Training to be required for all staff.
 - (d) We recommend that Diversity and Inclusion be a fixed point in all education and training programmes. It should be included in training for all new students and on the New Practitioners' Programme.
 - (e) We recommend that consideration be given to the provision of reciprocal or reverse mentoring. (More senior members of the Inn being assisted by a

more junior person to understand the perspective of a member of a minority group). We also invite consideration of the provision of courses and/or sessions that provide tailored but integrated training eg through CPD to enhance the understanding and cohesion for all members of the Inn.

- (f) We invite a review of the art on display but recommend that it include a review of the policy of naming rooms/scholarships/prizes.
- (g) We recommend that an exhibition of achievement by Black and ethnic minority members be commissioned.