

## METRO Charity: Race audit interim report

The murder of George Floyd in Minneapolis, USA, in May 2020, sparked a global movement against racism, part of which prompted people of colour to re-evaluate how organisations they are part of were really addressing and challenging the endemic racism that exists in society. Over the last two years, we have actively taken steps to become an anti-racist organisation and address the important feelings and issues people of colour within the team have raised with us. We know this work continues.

Over the last six months we have been working with JEDI consultancy to conduct a listening exercise, collating the perspectives of staff and trustees across the organisation via a survey, interviews and focus groups. The attached report captures the voice and experiences of staff at METRO. As the Board of Trustees for METRO Charity, we are keen to release this interim report as a key step to addressing issues in relation to race and racial discrimination.

As a diversity and equality charity, we should be held to a higher standard, and it is clear from this report that we have fallen short of that. We want to take this opportunity to really acknowledge and appreciate those who have had the courage to come forward to talk about their experiences. We know that the release of this report has an impact, particularly on staff of colour. We are very sorry to hear the extent of your experiences at METRO and we are listening. We are committed to bringing much needed change.

This report is not the end of the work. Alongside the listening exercise, JEDI has so far worked closely with trustees and across the management of the charity to deliver training and organisational support.

We are committed to ensuring we continue this journey and are releasing this report to be as open as we can about the issues we face and want to address. Our next steps will include work on our policies, further training for staff and volunteers, and building an actively anti-racist culture within METRO.



Gwen Bryan, Chair  
On behalf of all the Board of Trustees