

## CEO response to Race Audit Report

Today we release The METRO Charity Race Audit report, which clearly shows there have been organisational failings in living our mission towards creating a world where diversity is celebrated and difference is respected.

The report highlights how our racialised team members have frequently been silenced and minimised, and how a lack of leadership and representation at our senior levels has had a damaging impact on our colleagues.

In April of 2022, METRO commissioned JEDI Consultancy to independently speak with staff and trustees through a programme of work including a staff survey, as well as one to one and group interviews. We did this because we knew we had a responsibility to ensure that all our staff were supported with equity. We also had a need to clearly understand how racism was playing out within the organisation. The results of these interviews and surveys are what we have in this report which we are sharing both internally and publicly.

The report is difficult and challenging reading, and I have been truly shaken by the depth of hurt this report exposes. I humbly apologise to all staff for the actions captured in this report and the culture it portrays.

These are not the experiences that staff should have at METRO. These are not the attitudes, comments or incidents any of our colleagues should have endured at METRO, but they have.

In this report are the real voices of team members brave enough to share how racism has played out in their daily life at METRO and the impact this has caused. These voices are to be respected and valued, and on behalf of the charity I apologise for the hurt we have caused. We will right the wrongs that are still causing inequity and deliver on a future where we live the vision we have set ourselves. There is no place for racism or discrimination within our charity. It is unacceptable, it will change, and I am deeply sorry.

As we move forward with the truth this report has provided, the Board of Trustees and I are dedicated to putting in place the right foundations, including ensuring our work in this area is appropriately funded. Over the next three years, we are allocating funding from reserves for additional training, staff engagement, staff support, and a Head of Equality, Diversity & Inclusion role at METRO. As it has been rightly highlighted: METRO needs diversity across the spectrum of our leadership team and this new head role, and other future opportunities, will help to bring about change. We will also continue to listen to our racialised team members and hear their experiences, review our policies, and create a

process where we are held to account for the implementation of the plans we put in place, and ensure they are creating the change we need in the charity.

I would like to thank all of the team members who contributed to the report and showed incredible strength in sharing their experiences. I will continue to work with the team, and am committed to making the changes necessary across the organisation that will rebuild the trust and confidence that all staff should have at METRO.

A handwritten signature in dark ink, appearing to read 'Andrew Evans', with a long horizontal flourish extending to the right.

Andrew Evans  
CEO