

B4: Beyond gender: fixing the talent pipeline for black and minority managers

Author: Pavita Cooper, Chair of the 'Delivering Diversity' Research Advisory Board

Race and ethnic diversity is rising up the national agenda, with the Parker and McGregor-Smith reviews putting a spotlight on the role of business. What can businesses learn from the progress made on gender diversity – and how can they build truly diverse management pipelines that better draw on the talent of black and ethnic minority managers?

We will present new research from CMI and the British Academy of Management which provides a unique look at the current state of play among some the UK's biggest employers.

We will share insights into how FTSE100 companies are encouraging diversity through company practices and how they're communicating with stakeholders and potential employees about their approach to diversity. Plus we'll share perspectives of BAME managers on how ethnicity affects their careers, case studies on best-in-class employer practices, and recommendations for action to help employers in any sector deliver diversity in their organisation.

Speaker: Pavita Cooper – Chair of the 'Delivering Diversity' Research Advisory Board

Pavita Cooper has been global director for talent at both Barclays and Lloyds banks. She's a member of the 30% Club's Steering Committee and the founder of More Difference, a boutique executive search and talent advisory firm.

As Chair of the CMI-BAM Research Advisory Board, she has brought together experienced leaders from firms in the FTSE100 and outside, ensuring the research combines the best of academic expertise with real-world business experience to identify and share what works – and to accelerate progress.

Please note: the date has been logged with Pavita's office but we need to confirm her availability, due to a pre-existing diary commitment. If she proves to be unavailable we will source a further suitable senior speaker from CMI, the employer advisory board or BAM