



# Bronze Trailblazer Questions

For any queries please email - [info@raceequalitymatters.com](mailto:info@raceequalitymatters.com)

1. Name of organisation
2. Your name (or the name of the contact person)
3. Contact phone number
4. Contact email
5. Sector?
6. Size of organisation (number of employees)?
  - a. 1-10
  - b. 11-100
  - c. 101-250
  - d. 251-500
  - e. 501-1000
  - f. 1001-2000
  - g. 2001-5000
  - h. 5001-10000
  - i. 10001+
7. How do you collect ethnically diverse employee data?
8. Do you have a race network or equivalent?
9. If "Yes", please share the race networks you currently have within your organisation.
10. If "No", please share if your organisation would benefit from having a race network.
11. Do you have a dedicated Diversity and Inclusion resource or role equivalent?
  - a. A D&I team
  - b. One full-time equivalent post
  - c. One part-time equivalent post
  - d. Part-time post (3 or more days per week)
  - e. Part-time post (less than 3 days per week)
  - f. None

12. If you submit your application before February 19th 2024 you may receive a light review. Please tick below if you would like a light review before your application is sent to the independent judging panellists.
- a. No
  - b. Yes
13. We can also provide a report that will contain the feedback from the Independent Judging panellists this will include strengths and areas to focus on going forward.

If you opt for a report there are two options:

- 1) Early Bird Offer (when you submit your application) - £195 + Vat
- 2) After Submission - £500 + Vat
- 3) No Report required

"The report was incredible and we have built our anti racist strategy from the feedback and it has enabled us to go from Bronze to Silver within 12 months" - Successful Trailblazer 2023

## Evaluation Questions

14. What action has been taken? Please explain what action your organisation has taken in 2022/23.
15. Inclusive: Please provide information on how your action was inclusive. How was action approved by those with lived experience? Have ethnically diverse colleagues endorsed that this was the case? How have you measured this?
16. Maximise Ethnically Diverse Employee Engagement: How did you maximise ethnically diverse colleague engagement? Did communications reflect a safe, encouraging and inclusive environment for ethnically diverse colleagues?
17. Inclusive: What challenges did you face implementing change, and how were they overcome?
18. Impact: Please tell us if and how meaningful impact has been made?
19. Impact: Please provide how meaningful impact has been determined by ethnically diverse colleagues.

20. New or Different: Why is it new and different for your organisation?

21. Brave: Why was this action/activity brave for your organisation?

22. Further action: Tell us what future action has been planned.