

## Anti-Racism Statement

We are committed to creating an open, healthy, safe, and inclusive workplace that has at its core the principles of anti-racism and equality. We value and respect the diversity of our members, pupils, staff, clients, and suppliers. We recognise that we must play a role in actively addressing societal, systemic, and everyday racism.

### Our Commitments

3VB is proud that its members and staff have a diverse range of ages, backgrounds, and ethnicities. We foster an environment where individuals from all types of backgrounds can flourish and achieve their ambitions in a cohesive and supportive environment. However, we continue to work towards greater diversity within 3VB at all levels.

We will:

- Drive progress through our E&D Committee (EDC), to identify what needs to be done to identify the barriers to race equality and establish and review an action plan and positive action measures to implement and monitor change. The EDC will consider how to approach this task both within and outside of chambers so as to understand and inform our strategic activities.
- We will positively support all our members, pupils, and staff engagement in activity to address racism.
  - Embed anti-racism, unconscious bias, and cultural awareness training within our ongoing E&D training programme for all members, pupils, and staff and publish our work and training outcomes on our website. We will take responsibility for our learning about the impact of all forms of racism, including religiously motivated hatred: it is our individual and collective responsibility to learn and act. Our training will include training designed to raise awareness of race equality issues and promote anti-racism at the Bar
- Review our pupillage, mini pupillage, lateral and staff recruitment processes to make sure the way we recruit people is free from bias and racism (either conscious or unconscious). 3VB's recruitment, retention, and progression record among members, pupils and staff from ethnic minority backgrounds is strong, but we will continue to review what we need to do to further improve.
- Work with other Chambers and other professionals within and outside the legal profession to learn from other initiatives and to share best practice.
- We will continue to collect and review data (e.g., on recruitment, work allocation, ethnicity pay disparity, marketing opportunities, membership of Chambers' Committees, etc.) to find out where we are succeeding, where we are falling short, and how to achieve the outcomes that we want. Through studying this data, listening, and talking, we want to better understand how we can attract even more talented people from ethnic minority backgrounds.

These guiding values will remain at the core of our decisions and actions:

- Be open, clear, and accountable: We are committed to transparency and accountability in our efforts to bring about sustainable anti-racist organisational change.
- Leadership: We will continue to implement equality principles into our decision-making regarding policies, practices, programmes, partnerships, and services and will continue to address systemic barriers and historic challenges.
- Inclusiveness: We will continue to foster a welcoming, barrier free environment, and build and nurture relationships with targeted communities to encourage applications from people from ethnic minority backgrounds.
- Responsiveness: Our programmes, activities, and services will meet and respond to the varied needs of the diversity of modern society.
- Sustainability: We commit to sustainable anti-racist action — embedding anti-racism values, strategies and actions in our governance and operations, and continuously identifying, removing, and mitigating barriers that result from systemic racism.

Beyond 3VB, we want to encourage more diversity at the Bar and help address structural problems that inhibit individuals from groups that are underrepresented. This is why we support and participate in organisations such as:

- Bridging The Bar (Founding Partner) – provide mini pupillages
- The Black Talent Charter (Supporter) – we are working with Harry Matovu QC to produce the first draft action-plan that we will share with other “Supporters”
- The Bar Council’s Women in Law Pledge.
- The Equal Representation in Arbitration Pledge.
- The ICC Taskforce on Disability Inclusion in International Arbitration.

Our other initiatives include:

- In 2020, together with five of our fellow commercial sets, we set up the Mentoring for Underrepresented Groups Scheme, which aims to mentor young people from underrepresented groups in their path to pursue careers as barristers. For 2021 the scheme was expanded to 10 commercial sets.
- Building closer links with sixth form students at Acland Burghley Secondary School in Camden. Many of their students are from ethnic minority backgrounds. We are working with the school to arrange CV writing/marketing workshops, mooting sessions, and we are exploring the idea of an annual essay prize for all sixth formers at schools in the borough of Camden.
- Participation in the Sutton Trust’s “Pathways to Law” programme. This provides 2-year support programmes for A-Level students from socioeconomically disadvantaged backgrounds through a series of skills sessions and workshops, talks and lectures and networking events.