**Ethnic Culture Fusion Network Submission of Evidence**

ECFN continues to grow and having held several successful events and several more trailblazing events scheduled this year we are in a healthy position to truly unite our efforts and promote the good work we are committed to. ECFN executives have been leading/participating in themed events which in the main have revolved around the work environment and (not limited to) have been codified from ethnic colleague voices as follows:

· fearing reprisal or negative career impact;

· lack of trust in senior management;

· poor opportunities;

· unfair or biased treatment at work and in the community;

· lack of inclusivity;

· distrust in HR or tick-box exercises;

· dominant power groups consistently recruiting in own images;

· a culture of silence for ethnic minorities;

· low levels of understanding or appetite to promote diversity;

· false representations and people in power or power structures or systems not willing to engage;

· inadequate data or metrics gathered;

· saboteurs and clandestine theories emerging or at best radio silence and unwillingness to engage;

· toxic culture for ethnic colleagues;

· low sense of belonging or aspiration to remain within the organisation.