



DIVERSITY AND INCLUSION INDUSTRY COMMITMENT 2026 Survey Summary

OVERVIEW

As part of British Racing's Industry Commitment to Diversity and Inclusion, a review survey was conducted with signatory organisations to understand progress, challenges, and priorities since signing.

The findings reflect 33 organisations across British Racing, many of whom are progressing diversity and inclusion work in a challenging landscape of competing priorities. Organisations range in size from a handful of part time employees to over 3,000 full-time and seasonal staff. Collectively, the results show strong intent, pockets of meaningful progress, and a clear desire for practical support and shared learning.

This summary presents the findings through the lens of the five pillars of the Industry Commitment: Leadership and Accountability, Good Governance, Education and Awareness Raising, Celebrating and Supporting Racing's Diversity, and Engaging New Audiences. We aim to highlight what the survey tells us about where the industry is now, and where collective focus will have the greatest impact.

76% of respondents

- Feel their organisation has made some or significant progress on D&I since signing

48% of respondents

- Have a D&I Action Plan in place that has been reviewed in last 12 months

79% of respondents

- Feel confident about progressing D&I in your organisation going forward

42% of respondents

- Say lack of time is limiting progress

PILLAR 1: LEADERSHIP AND ACCOUNTABILITY

Survey responses suggest that leadership ownership of diversity and inclusion is increasingly established across signatory organisations. The majority of respondents identified clear leadership or board-level responsibility for Diversity & Inclusion efforts, and confidence in progressing this work remains broadly positive.

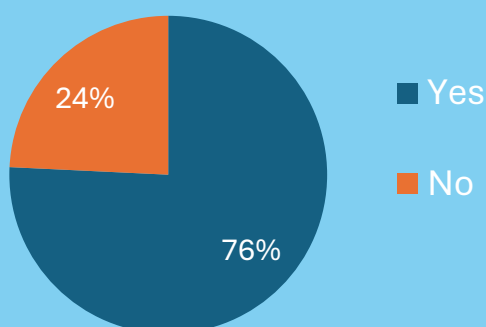
However, the survey also highlighted uncertainty about how leadership accountability translates into delivery. Many organisations are seeking greater clarity on what effective oversight looks like, and how boards and senior leaders can meaningfully track progress without creating additional burden.

What this means

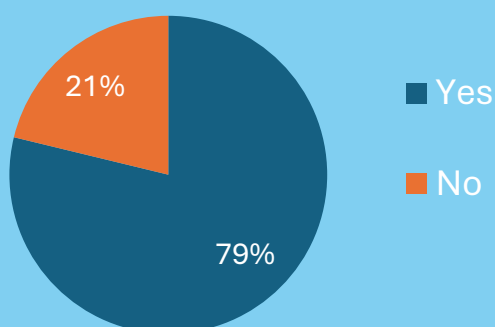
Leadership intent is present, so support is needed to help leaders to move beyond just ownership to informed oversight of impact.

Q4. Are the following elements currently in place within your organisation and have been reviewed in the last 12 months?

Board Oversight of D&I



Clear Leadership Responsibility



PILLAR 2: GOOD GOVERNANCE

Survey responses suggest that good governance for diversity and inclusion is a development area across Industry Commitment signatories. This is evidenced by wide variation in how organisations measure the impact of their D&I activity, with many reporting that measurement is informal, qualitative, or not yet in place. Respondents also commonly identified difficulty collecting or analysing data, and uncertainty about what “good” looks like, as barriers to progress.

While many organisations reported clear leadership or board-level responsibility for D&I, challenges engaging senior leaders and establishing consistent reporting frameworks indicate uneven governance maturity. Together, these findings point to a need for clearer standards, proportionate measurement approaches, and strengthened governance structures to support effective oversight and accountability.

What this means:

The survey highlights an opportunity to strengthen governance across the industry by improving consistency in measurement, data use and oversight. Clear shared standards and practical guidance will help organisations at all stages embed D&I into their governance in a way that is achievable and sustainable.



Q6. How do you currently measure the impact of your D&I activity?

“I’m afraid we don’t have any measurements in place at present”

-Survey respondent

“This is something we are hoping to expand on, as we don’t have any measures.”

-Survey respondent

PILLAR 3: EDUCATION AND AWARENESS RAISING

Many organisations reported activity in education and awareness-raising, including training, internal communications, and use of learning platforms such as Racing2Learn. Respondents particularly valued learning that is practical and directly applicable to their organisations, with strong demand for training and guidance aimed at leaders and those with governance responsibility.

There was also strong interest in learning from peers across the industry, with champions keen to understand what has worked in similar contexts.

What this means:

Education is happening across the industry, but there is an opportunity to coordinate learning more deliberately and reduce duplication by sharing resources, examples, and experience. Clear insight into how learning is used and valued will help shape future education activity and ensure it remains practical, relevant, and responsive.



PILLAR 4: CELEBRATING AND SUPPORTING RACING'S DIVERSITY

Many organisations highlighted the value of celebrating diversity and sharing positive activity across the industry, with strong interest in learning from peers and showcasing effective practice. Respondents consistently identified case studies, shared examples and peer learning as valuable forms of support, reinforcing the importance of visible, authentic stories of progress.

What this means:

Organisations see value in celebrating diversity and inclusion in ways that feel genuine and informative. There is an opportunity to support this by sharing practical examples, lessons learned and good practice, helping organisations learn from one another and strengthen inclusive culture across the industry.



PILLAR 5: ENGAGING NEW AUDIENCES

Engagement with new audiences and communities remains a key strength across the industry, with respondents citing examples of inclusive recruitment, education programmes, accessibility improvements, and partnerships.

At the same time, organisations expressed a desire to better understand the impact of this work, and how engagement activity connects to longer term outcomes such as workforce sustainability and audience development.

What this means:

Engagement activity is well underway and the next step is building confidence in measuring and learning from its impact.

Q21. Which areas would you most like additional practical guidance on?

58% of respondents

• D&I Action Planning

55% of respondents

• Guidance on Measuring Impact

55% of respondents

• Equality Monitoring and Analysis

48% of respondents

• Education and Awareness

LOOKING AHEAD

Taken together, the survey findings point to a clear direction for the next phase of the Industry Commitment. We will support you with:

- Simple, achievable D&I action planning
- Building confidence in impact-led measurement
- Improving understanding and use of proportionate data collection
- Strengthening peer learning and collaboration across the sport

This next phase recognises that organisations are at different stages of their journey and that progress is best supported through practical tools, shared learning, and clear but supportive expectations.

Q20. What types of support would be most valuable over the next 12 months?

67% of respondents

- Templates and toolkits

42% of respondents

- Policy or process guidance

39% of respondents

- Case studies and examples

39% of respondents

- Training for leaders

CONCLUSION

The survey findings reinforce that British racing continues to demonstrate strong commitment to diversity and inclusion. While challenges remain, there is clear enthusiasm for practical support, shared learning, and a more consistent approach to measuring impact.

By building capability, encouraging collaboration, and focusing on achievable action, the Industry Commitment provides a vital framework for advancing diversity and inclusion across the sport - supporting racing's long-term sustainability and ensuring it remains welcoming, inclusive, and relevant for future generations.

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