

Race Equality Statement

As a community organisation born and based in Leeds we are proud of, and celebrate the cultural and racial diversity that makes us who we are; our members, staff and volunteers. We represent, and are made of, our communities and stand strong to champion the rights of people from all racial backgrounds to be safe, heard and valued.

We recognise institutional racism exists and that racial inequality is present in our society. As an organisation, we are committed to challenging racism and to remove barriers and practices which contribute to these inequalities. We acknowledge that white privilege exists; that a white person can move through life with less fear of violence, less fear of discrimination and less fear of injustice. We support the Black Lives Matter movement and we will not tolerate racism to or from our staff, members, their families or volunteers.

Key Principles

- 1.** People in Action recognises that racial inequalities are a significant issue. Racial inequalities are not necessarily overt, isolated incidents. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours. As an organisation we are committed to finding ways to challenge these actively.
- 2.** People in Action cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all ethnic backgrounds can benefit equally from the opportunities we offer.
- 3.** We all have multiple identities, and the intersection of those identities should be considered. In particular, as a charity supporting people with a learning disability or autism we recognise that members of our community may face discrimination on grounds of race and disability which leads to cumulative disadvantage.
- 4.** In developing solutions to racial inequalities, it is important that we are focussed on achieving long-term institutional culture change, avoiding a 'deficit' model where solutions are aimed at changing the individual. We will listen to and uphold the voices of BAME staff, members and volunteers throughout our planning and delivery. We will develop solutions together but expect leadership from our Board of Trustees and Senior Management Team to ensure implementation of change.
- 5.** We will take time to learn about unconscious bias and reflect on our own views. We all have our own preconceived ideas, prejudices and assumptions, and it is our individual, and collective responsibility to take note of these, question and challenge them.

6. We will be open to conversations around privilege. It can feel uncomfortable to realise how society implicitly benefits you over others. We are clear that this discomfort about our own prejudice or privilege will not be close to the discomfort experienced by targets of discrimination. We know that it is possible to be privileged in one area of life and not in another, and that in recognising our own privilege we can then use it constructively to be an ally, turn discomfort into positive action and help remove barriers for others.

7. Minority ethnic members, staff and volunteers are not a homogeneous group. People from different ethnic backgrounds all have different experiences of, and outcomes of life and that complexity needs to be considered when analysing data, making decisions and developing actions.