

# RACISM STOPS HERE

# BE PART OF THE SOLUTION

We are  respectful of our differences and celebrate our diversity.

We acknowledge that racism exists and  openly call it out.

We  collaborate and listen to people who aren't often heard.

We are  compassionate and believe people's experience of racism.

We  consistently role model actively anti-racist behaviours.

# RACISM STOPS HERE BE PART OF THE SOLUTION

Being not racist isn't enough – we want to be actively anti-racist. We want to work in a place where everyone belongs and can bring their whole selves to work or care. So, here we offer ways for us all to put our values into action against racism.

| Our values                                                              | We do                                                                                                                                                                                                                                                                                                                                | We do not                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| We are <b>respectful</b> of our differences and celebrate our diversity | <ul style="list-style-type: none"> <li>We respectfully and gracefully give and receive feedback on race and racism</li> <li>We are respectful of our differences and celebrate and honour our diversity</li> <li>We are curious and ask questions about others' experiences. We really listen to people's responses</li> </ul>       | <ul style="list-style-type: none"> <li>We don't assume that people know everything</li> <li>We do not tolerate repeated micro-aggressions</li> <li>We don't judge. We recognize people's intent and will support them to reflect and learn</li> </ul> |
| We acknowledge that racism exists and <b>openly</b> call it out         | <ul style="list-style-type: none"> <li>We acknowledge that racism exists and are open about our own inherent biases</li> <li>We openly call out racism, and we are part of the solution</li> <li>We take personal responsibility for self and system change and to learn and expand our knowledge</li> </ul>                         | <ul style="list-style-type: none"> <li>We do not expect to be taught or shown</li> <li>We do not deny that racism exists within society, our organisation and ourselves</li> </ul>                                                                    |
| We <b>collaborate</b> and listen to people who aren't often heard       | <ul style="list-style-type: none"> <li>We amplify the voices of those who aren't often heard</li> <li>We practice allyship, demonstrate empathy and recognise when we have privilege and when people experience injustice</li> </ul>                                                                                                 | <ul style="list-style-type: none"> <li>We do not ignore our own inherent biases</li> <li>We do not see anti-racism as a favour</li> </ul>                                                                                                             |
| We are <b>compassionate</b> and believe people's experience of racism   | <ul style="list-style-type: none"> <li>We compassionately believe people's experience of racism and don't look for proof of it. We recognise how it may affect their mental health and how they 'show up'</li> <li>We recognise intersectionality and how different forms of inequality or disadvantage can affect people</li> </ul> | <ul style="list-style-type: none"> <li>We do not question or deny people's personal lived experience of racism</li> <li>We do not assume or think we always know best</li> </ul>                                                                      |
| We <b>consistently</b> role model actively anti-racist behaviours       | <ul style="list-style-type: none"> <li>We consistently role model actively anti-racist behaviours</li> <li>We call out racist behaviours – we speak up, step in and report when we see racism</li> </ul>                                                                                                                             | <ul style="list-style-type: none"> <li>We are not passive – we do not stand by when we see examples of racism or racist behaviours</li> <li>We do not tolerate any act of racism – and we expect to challenge people respectfully</li> </ul>          |

# RACISM STOPS HERE BE PART OF THE SOLUTION

Being not racist isn't enough – we want to be actively anti-racist. We want to work in a place where everyone belongs and can bring their whole selves to work or care. So, here we offer ways for managers to put our values into action against racism.

| Our values                                                            | We do                                                                                                                                                                                                                                                                                                                                        | We do not                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I am <b>respectful</b> of our differences and celebrate our diversity | <ul style="list-style-type: none"> <li>• I will work towards being actively anti-racist and am committed to being part of the solution</li> <li>• I understand the importance of creating equitable opportunities for Black, Asian and Minority Ethnic staff.</li> </ul>                                                                     | <ul style="list-style-type: none"> <li>• I do not disadvantage Black, Asian and Minority Ethnic staff when it comes to career or learning and development and opportunities</li> <li>• I do not treat people differently because of their background</li> </ul>                |
| I acknowledge that racism exists and <b>openly</b> call it out        | <ul style="list-style-type: none"> <li>• I encourage the reporting of racist incidents and where appropriate, I ensure they are investigated by people with knowledge of racism.</li> <li>• I actively look at, take time to understand and act on data in my area that relates to racism, discrimination and health inequalities</li> </ul> | <ul style="list-style-type: none"> <li>• I do not need proof of people's experience of racism before I take action</li> <li>• I do not ignore racism, micro-aggressions and disparities in my area – and I escalate concerns about racism and racial discrimination</li> </ul> |
| I <b>collaborate</b> and listen to people who aren't often heard      | <ul style="list-style-type: none"> <li>• I commit to gaining the skills to create a psychologically safe environment in my team</li> <li>• I actively seek to ensure diversity of thought and experience in my team</li> </ul>                                                                                                               | <ul style="list-style-type: none"> <li>• I do not only listen to people who look and sound like me</li> <li>• I do not make things difficult for people who have a different background</li> </ul>                                                                             |
| I am <b>compassionate</b> and believe people's experience of racism   | <ul style="list-style-type: none"> <li>• I understand context and adapt and support staff by understanding individual needs</li> <li>• I am committed to open and transparent communications</li> <li>• I respect difference and understand the impact racism can have in my team</li> </ul>                                                 | <ul style="list-style-type: none"> <li>• I do not discriminate against people by taking a one size fits all approach</li> <li>• I do not allow racism or racist behaviours to persist in my area</li> </ul>                                                                    |
| I <b>consistently</b> role model actively anti-racist behaviours      | <ul style="list-style-type: none"> <li>• I recognise the impact of racism in my team and commit to addressing it</li> <li>• I am aware of my impact as a manager and actively seek to address blind-spots or lack of knowledge</li> </ul>                                                                                                    | <ul style="list-style-type: none"> <li>• I do not ignore the impact of systematic racism and look to address it through the way my team works</li> </ul>                                                                                                                       |