

## MANIFESTO FOR ACTION

### **Black Lives Matter.**

The death of George Floyd and Breonna Taylor due to police brutality, increased awareness of racism across the world.

We know that our Black staff and friends may feel hurt or distressed.

Black Lives Matter has shown how our society can be unequal for Black people. We believe that we all must be part of making a change.

We work hard to challenge inequality for people we support.

We want our staff to have opportunities to develop their talents, but we know Black people are under-represented in our most senior roles.

We have a zero tolerance policy on racism and discrimination. The Equality Act says that discrimination includes harassment, victimisation, indirect and direct discrimination.

We want to create change as quickly as possible, but it will take time to make real difference.

### **Our Commitment**

Our commitments are to:

- Listen carefully to the experiences of Black people and minority ethnic communities
- Self-reflect, recognise white privilege and continue to learn

- Have open and challenging discussions
- Support the mental wellbeing of our Black colleagues and service users
- Promote awareness of racism and its historical roots
- Take action against things that are unequal for our staff and people we support because of their race
- Recognise how different things such as race, gender, class, sexuality, have an impact on each other and can increase disadvantage
- Make sure Black and ethnic minority ethnic people can be themselves and don't feel like they have to fit into stereotypes and 'white norms'

To achieve our commitment, the actions we will take are:

- Have diversity and inclusion training for all our staff
- Train our managers to understand and talk about race
- Celebrate the achievements of our Black and minority ethnic staff and service users
- Develop an Equality, Diversity and Inclusion (EDI) Action Plan
- Have a staff member who will work on equality and support our Black staff
- Improve our data and publish race pay gap reporting from 2021
- Set up an Equality, Diversity and Inclusion (EDI) group to help develop our activities, messages and social media

- Support all our Black staff and those from under-represented groups to complete professional qualifications
- Talk to and join up with people who are challenging injustice in our society

## **Next Steps**

We will listen to the experiences of our Black and minority ethnic staff and service users.

We will review key areas of our organisation, and make sure our policies have a clear message about inclusion and anti-racism.

We will share Black voices, issues and positive messages on our social media, online and through events.

You can share your ideas and feedback, and tell us if you would like to be involved in developing our actions by sending an email to [EDI@creativesupport.co.uk](mailto:EDI@creativesupport.co.uk)

**Creative Support must be part of creating the change that is desperately needed**