

Anti-racism - Council's adopted approach

Structural and institutional racism

By **structural racial inequality**, we mean the inequality that is created by the social structures that disadvantage some groups more than others, now and historically. We need to continue to work with partners proactively to redress this balance. This does not mean always treating everyone equally, it means that sometimes people need more support or focus because they are more disadvantaged.

By **institutional and systemic racism**, we mean the ways that systems can discriminate through often covert and unchecked prejudice, assumptions, ignorance, thoughtlessness and stereotyping about people from different ethnic minority backgrounds.

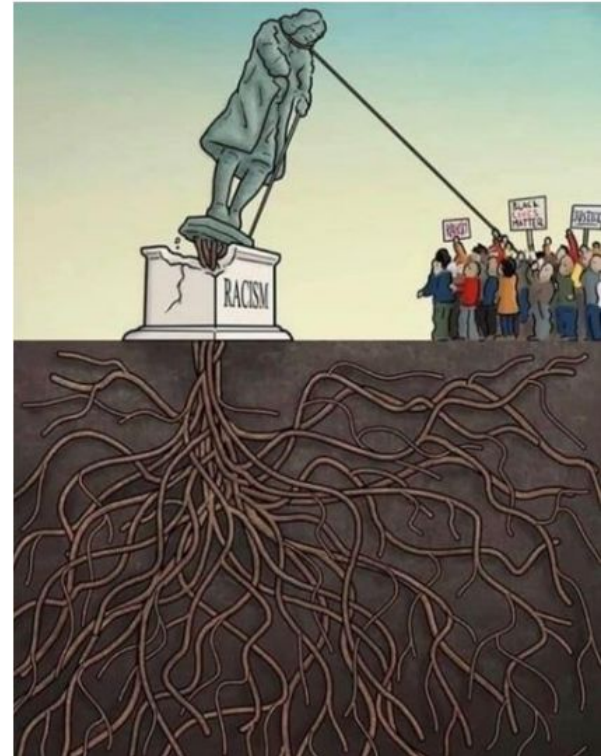
To see the ways that inequalities and racism are embedded in society (**cultural racism**), it takes proactively working on your own beliefs, assumptions and values, taking action to redress inequality and rethinking the system to eliminate the ways that unchecked bias can disadvantage people from different backgrounds.

What is anti-racism

- 'Anti-racism' is a belief that all races and ethnic groups are equal and deserving of the same opportunities. But the most important part of antiracism is the next step, which is to do something about the existing inequality.
- Anti-racism is the active dismantling of systems, privileges, and everyday practices that reinforce and normalize the contemporary dimensions of white dominance. This, of course, also involves a critical understanding of the history of 'whiteness'."

(Ibram X Kendi)

- Being anti racist does not stop at tackling conscious hatred, like racial abuse. The most damaging aspects of inequality and racism are far more embedded in society and being anti racist takes a lot of work.



The rationale adopting an anti-racist approach

The public sector tends to approach racial inequality by focusing on barriers to access for individuals or communities, on deficits and negatives in the community.

This approach is failing to make significant sustained impacts on inequalities

Attitudes that negatively frame people from ethnic minority backgrounds still prevail and therefore repeat the same patterns of bias and stereotyping that lead to the wrong solutions - this is institutional racism and it is also institutional failure.

Taking this forward in Hackney

Embedding anti-racism

Data on inequalities
Understand what is driving inequality across life course- structural and systemic
Embed anti-racism into service design, delivery and practice

Governance

Common understanding of issues
Focus on impact and accountability
Leading across the system
Strong communications

Prosperity and wellbeing

Ensure all actions that tackle poverty and promote wellbeing and prosperity focus on racial inequality.

Leadership and workforce

Inclusive and anti-racist leadership and management culture
Workforce diversity and wellbeing embedded into HR/OD and service plans

Targeted work

Agree key outcomes for tackling inequality
Prioritise groups who would benefit from protective, preventative work

Communities as assets

Community engagement
Restoring trust and confidence

Applying anti-racism to grant funding

Application

- We have simplified our application forms to make it easier for groups to apply, have conducted more online information sessions and put videos of these on our website, and have simplified our guidance document and included short application guidance videos to support groups with the process.
- We have continued to ask organisations to report on their organisational leadership in their grant applications, so that we can take equalities-led groups into consideration when making funding decisions.
- We have continued to collect equalities data on beneficiaries and take this into consideration when making funding decisions.

Assessment

- We have started monitoring key equalities data for our assessors to ensure that our decisions-makers address the diversity seen in our applications.
- We have included information about structural and institutional racism, and intersectionality in our assessor briefings
- We have included information about key inequalities groups in our assessor briefings and also use this in our decision-making at panel.
- We continue to monitor equalities during our decision-making panels.

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Future Planning

- We have been open in acknowledging that some of the language and terminology that we currently use (e.g. BAME) is no longer reflective of what is used by groups and the wider system. We have asked organisations to feed back to us on what language they are using and what language they would like to be used in future.
- We have been open in acknowledging that some application processes may advantage/disadvantage certain groups. We continue to ensure that applications are not assessed on the quality of their English language and have also asked groups for suggestions on future application processes. We have collected this information through our application feedback form but also with specific focus groups with key groups such as black-led and Orthodox Jewish-led organisations.
- We will continue to conduct further engagement on the two issues above with groups over the year ahead.