



Eastern Region Anti-Racist Practice Pledge

Racism affects Black, Asian, Mixed-Heritage and ethnically diverse communities. In all of its forms, it is a persistent and systemic issue requiring proactive and sustained efforts.

In the Eastern Region, we are committed to demonstrating allyship in action. We will foster an anti-racist and diverse environment where all individuals, staff, and the communities that we serve are respected and valued.

We, as members of the Eastern region, are committed to leading with integrity in the fight against racism.

We pledge to:

1. **Demonstrate Anti-Racist Leadership:** Actively promote and model anti-racist behaviours and attitudes within our workforce and communities, setting a positive example for others to follow.
2. **Promote Anti-Racism :** Actively encourage and support Black, Asian, Mixed-Heritage and ethnically diverse people within our communities and workforce, ensuring that their voices are heard and valued.
3. **Educate and Raise Awareness:** Promote understanding and awareness of racism and its impacts through continuous education and dialogue.
4. **Create Safe Spaces:** Establish environments where Black, Asian, Mixed-Heritage and ethnically diverse people and anyone who witnesses racism feels safe to express themselves and report incidents of racism without fear of negative consequences.
5. **Review and Revise Policies:** We will evaluate and update our policies on an annual basis to ensure they promote racial equity and do not uphold systemic racism.
6. **Engage with the Community:** Collaborate with community members and organisations to address racism and promote inclusivity.
7. **Hold Ourselves and our Partners Accountable:** Set clear, measurable goals to track our progress in promoting racial equity and hold ourselves accountable to these standards.
8. **Support Affected Individuals:** Ensure that systems, procedures, and support mechanisms are in place to prevent racism and assist those affected by racism to actively promote allyship.

Together, we believe that our collaborative efforts will lead to a racially just and equitable society in the Eastern Region where everyone is valued and respected.