



## **NAVCA Equality and Anti-Racism Statement of Intent**

1. Equality, diversity and inclusion lie at the heart of NAVCA's mission and the statement of values embedded in our constitution states quite clearly: we are committed to challenging oppression and prejudice and aim to promote diversity and full access to opportunity in all areas our work and structures. The past year has underlined the historic and continued structural inequalities and racism in our society and within our organisations and institutions.
2. NAVCA positions itself as having a unique voice and role within the sector through our representation of our members and their own unique role within the local voluntary sector. We have a two-fold aim: to address these issues within our own organisation, to be confident our own actions and operations are demonstrably anti-racist; and work closely with our members to be actively anti-racist. However, as an organisation we have not been as active as we could and should have been in addressing systemic issues of inequality in our own structures and work, and as part of the movement of local social action, we have little to no data or understanding of how effectively our members promote diversity or support inclusion locally.
3. We acknowledge that this is ongoing work that will require continual improvement, reflection and action. To achieve this we will:
  - Review and change our internal structures and ways of working, to ensure we are anti racist in our practice at all levels including in:
    - diverse leadership and representation
    - recruitment
    - communications
    - service/support areas
    - membership/reach
    - staff support
  - Continually work to widen the range of voices we listen to and learn from, to ensure our work reflects the needs of Black, Asian and other Ethnic communities. It is understood that the work we do on anti-racism will provide us with a framework and a culture which will feed into other areas of equality, diversity and inclusion.
  - We will be confident and consistent with the terminology that we use. We will continue to discuss this as an ongoing topic, learn from each other's experiences and adapt our language as we move forward.
  - We will review regularly our role as a coordinator and a leader to ensure that we are actively changing systems and eradicating disadvantage.
4. We will develop and refine our leadership and representation role to demonstrate our commitment to becoming an anti-racist organisation and to supporting our members to embed

good practice across the sector. This will be reflected in how we work with other VCS and statutory organisations.

### **Our starting point**

5. We know that Black, Asian and other Ethnic communities are excluded, discriminated against, devalued and disrespected. We know that we have under-representation of people from Black, Asian and other Ethnic backgrounds in leadership roles, in NAVCA and its membership. We know that this contributes to a deficiency in our drive towards greater social and economic inclusion, decision making and organisational development. We also acknowledge the moral, ethical and organisational risk that we are not enabling people to progress in our organisation and networks and that our organisational culture does not yet provide a safe and supportive space for discussion or action about racism. In short, it is highly likely that many of the deficits highlighted in the ACEVO report *Home Truths* are true of our organisation.

6. This presents us with a significant challenges...and opportunities.

### **Our approach**

7. We have formed an Anti-Racist Working Group, made up of our members, staff and trustees. We will look to this group to provide insight, support and challenge, and help us to develop our approach and action plan to become an actively anti-racist organisation.

8. To bring about change we will:

- seek out, listen to and value the experiences of Black, Asian and other Ethnic staff, volunteers, clients and stakeholders.
- set out the goals and outcomes we seek, specific actions we will undertake, and an indicator of how we will know if we have been successful.
- hold ourselves to account through open conversations with organisations and colleagues from Black, Asian and other Ethnic communities.
- report on progress to every meeting of our Board of Trustees, which will retain overall responsibility for change.
- report on progress each year as part of our Trustees' annual report.

9. We will develop and implement an equity and anti-racism action plan. It will be led by the chief executive and be a "live" document. It will sit alongside our business plan and embedded in our business processes, with each team and project actively considering and developing the actions they will take.

10. This approach ensures that we are bringing a wider range of lived experience and perspectives to a conversation that will be ongoing about anti-racism.

11. Key areas to consider:

- Leadership – Trustees as well as senior managers – we need to be sure we are a place of trust, where people feel safe, supported and welcomed irrespective of background.
- Our staff - recruitment and development.
- Communications
- Events – our own, and where we go to others eg calling out a lack of diversity and ensuring we don't speak on a platform which isn't diverse
- Membership – gathering and using more information about how active our members are in building trust and working with all the communities locally; how diverse their staff and leadership are; how proactive they are in this space.

12. We have members with strong track record and who are leaders in promoting this agenda, in the specific context of local infrastructure. It would be negligent of us not to draw on that resource for our own benefit and for our wider network of members. We will look to the member-led steering group to provide support and challenge including:

- A race disparity audit of our network
- Development of a framework for action in working with our members to address issues identified through the race audit

13. We welcome reflection and comment on this document.