

# OUR ANTI-RACISM PROCESS

## OUR COMMITMENT

The murder of George Floyd has been a stark and harrowing reminder of discrimination, inequality, injustice and just how far the world still has to travel. For people of colour this has brought an all too familiar lived experience centre stage. This is a statement of commitment from us all at the Centre.

We are working on what it means to say that 'black lives matter' in the work that we do. We recognise that racism and discrimination is deeply engrained in the UK's social systems and has a huge impact on the lives and mental health of children and families, causing profound harm and inequality. We know the impact of oppression on people's mental health, life opportunities and life expectancy and it is our responsibility to address this in our clinical services, research and training. The outpouring of anger and grief across the world in response to the murder of George Floyd has created a drive for change. It is vital that this is turned into real and lasting action.

As a community the Centre is on a journey. The children and parents we exist to serve, our board, our leadership, the entire staff team. We have come together - to listen, to share, to learn, to change. We recognise that anti-racism is an active and sustained process. It has taken immense courage from many people of colour to share their lived experience and support our collective journey.

It's too early to have all the answers, although some things are very clear. The leadership of the Centre is not as diverse as we'd wish for it to be. Our board and executive is seriously reflecting on this. We are establishing an anti-racism working group as part of a wider Equality and Diversity framework that is represented on our management team. As a Centre we're making the time to reflect, to learn and to change, both ourselves and the world around us.

This is our commitment.

1. To be actively anti-racist. Not being racist isn't good enough. Only vigorous anti-racist action will lead to the depth of change we wish to see.
2. To listen hard and reflect. To share and appreciate lived experience. To talk about power and privilege. To redress imbalance. For many of us who are white, to feel the discomfort. And to harness the discomfort for change.
3. To change some fundamentals. How we attract and welcome people of colour. How we reflect the diversity of our world in how we act and present ourselves. How we train and support our staff. How we use our influence in the world.
4. To share as we go. To record the process. To measure change. And to surround ourselves with people who will hold us accountable.
5. To ask for help. To recognise our limitations and seek out and resource the experience and support we need. To remunerate the input and time of people of colour in our organisation and those we serve, ensuring we are not placing a further burden on them.

6. To honour the bravery the change takes. Most of all from the people of colour and minority groups in our community, who have had such courage in sharing their lived experience over the past weeks.
7. To do this with all the humanity, courage, determination and love this deserves.

With best wishes from all of us at the Centre.