



# Anti Racism Action Plan 2024

## FROM DEEDS NOT WORDS TO ANTI RACIST

In 2020 we developed our Deeds not Words Pledge and Action Plan to show our commitment to equality for people of all racial backgrounds. Since then we have completed a number of actions, which have made a real difference. We have now updated our plan to reflect this progress and confirm our commitment to becoming a proactive, Anti-Racist organisation.

Our new Anti Racism Plan has been developed with our EDI working group and relevant staff, managers and Heads of Service within Caredig, taking account of feedback and information from tenants and external stakeholders. It showcases our support of the Welsh Government’s commitment to making Wales an Anti-Racist Country and the All-Wales Anti Racism Action Plan.

This plan will be overseen by our Board of Management and designated Board committees and also through our EDI working group of staff and managers. We will use this process to ensure our plan is effective, known and well managed:



OUR COMMITMENT	HOW WILL WE DELIVER THIS?	BY WHEN
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# Anti Racism Action Plan 2024

1. INCREASING THE DIVERSITY OF OUR ORGANISATION		
We will increase the diversity of Board membership, advisory groups, and the wider workforce (including senior leadership positions).	<p>We will review the make-up of our Board and use a range of proactive methods to address areas of under representation.</p> <p>We will continue to invest in recruitment channels to bring in more Black, Asian and Minority Ethnic applicants and apply the <b>Rooney Rule</b> for roles where we identify under representation</p>	Dec 24  Ongoing
We will develop measurable commitments in relation to Equality Diversity and Inclusion and the diversity of our organisation.	<p>We will develop a range of measures and publish our performance against these on an annual basis, including:</p> <ul style="list-style-type: none"> <li>• ethnicity pay gap (where pay gap reporting is not possible due to small sample sizes – report ethnic minority employee ratios at different levels</li> <li>• recruitment, promotion, and retention ethnicity data</li> </ul>	March 24
2. COLLECTING AND USING DATA EFFECTIVELY		
We will improve data collection, analysis, usage, and publication across service delivery.	<p>We will review our procedures for collecting tenant information and profiling information.</p> <p>We will review how we use information to ensure services are delivered equitably and achieve fair outcomes for people from all backgrounds. Including minority ethnic groups.</p>	Sept 24  Mar 25
3. TRAINING AND AWARENESS		



## Anti Racism Action Plan 2024

<p>We will continue to provide anti-racist training to board members and senior leaders as a priority and across wider workforce.</p>	<p>We will complete training for senior staff.</p> <p>We will complete training for Board members</p> <p>We will continue to train all staff and Board members in Unconscious Bias and raise awareness of white privilege.</p> <p>We will ensure our approach to dealing with racism towards staff, contractors and other representatives of the Association is clear.</p>	<p>Nov 24</p> <p>March 25</p> <p>Ongoing</p> <p>Oct 24</p>
<p><b>4. FAIR AND EQUITABLE SERVICES</b></p>		
<p>Review policies and processes for reporting racism and discrimination including hate crime and harassment against all groups (including Gypsies and Travellers) and monitor regularly.</p>	<p>We will review our Hate Crime Policy in line with good practice</p>	<p>Oct 24</p>
<p>We will work with partners to improve our understanding of the housing needs of ethnic minorities.</p>	<p>We will engage with local authority partners to identify how we can work collectively to better meet the housing needs of minority ethnic people.</p> <p>We will continue to work with partners to provide accommodation for asylum seekers and, where possible, people from specific ethnic backgrounds</p>	<p>Dec 24</p> <p>Ongoing</p>
<p>We will ensure new services we commission or provide meet the needs of ethnic minority people.</p>	<p>We will review our approach to Equality Impact Assessments to ensure we carefully consider the impact of our policies, strategies and new services on all minority groups, including Black, Asian and Minority ethnic people.</p>	<p>Sept 24</p>



## Anti Racism Action Plan 2024

5. COMMUNICATION AND ENGAGEMENT		
<p>We will continue to improve communication and engagement with ethnic minority people and reflect diversity within communication strategies and campaigns.</p>	<p>We will review the organisations we work with to ensure we have strong links with and provide appropriate support to Black, Asian and Minority Ethnic groups in the areas in which we work.</p>	<p>Dec 24</p>
	<p>We will ensure we continue to communicate proactively and positively with people from ethnic minorities and that our approach meets the needs of local communities.</p>	<p>Mar 25</p>
	<p>Our Board, Senior leaders and EDI group will ensure regular and proactive communication with staff to promote positive anti racist messages and the work we and others are doing to support this.</p>	<p>Oct 24</p>
	<p>We will continue to publicise our support for racial equality including:</p> <ul style="list-style-type: none"> <li>• voiced support for Black, Asian, and Minority Ethnic staff and tenants/people we provide services to</li> <li>• commitment to anti-racist practice and awareness of specific challenges facing your organisation or community.</li> </ul>	<p>Ongoing</p>