

## **NAVCA Anti-Racist Group 3pm 15/02/24**

At this meeting, different members of the group shared resources that they found useful and projects that they are working on.

### **Resources**

#### **Putting together an internal list of resources**

Susannah from Birmingham VSC shared that they had asked staff for resource recommendations to put together a list for staff that could be shared internally. The biggest challenge was getting it going as people were sometimes reluctant to share resources as it required some vulnerability. The biggest win has been getting it going and the enthusiasm from the staff that have participated. The key advice would be to make sure that people feel comfortable to share their resources and opinions.

#### **EDI focus group**

Alfiya from 3SG (Bath and North East Somerset) shared that they are starting an EDI focus group, as they support 230 charities and want to be able to advocate for equality in the region. The focus group aims to bring in organisations that do important EDI work and reaching out to members who specialise in this area. The biggest challenge is investing capacity.

#### **Theory of Change toolkit**

A member shared the NPC Theory of Change toolkit, and finds this useful because it is broken down into simplified steps. It asks you challenging questions, and challenges your assumptions on what will work and what will not work. <https://www.thinknpsc.org/resource-hub/ten-steps/>

#### **Race Equality Foundation briefing paper**

This briefing summarises key points from a research article that examines the fundamental role of racism in leading to ethnic inequities in health, both directly, and indirectly via socioeconomic disadvantage. [https://raceequalityfoundation.org.uk/wp-content/uploads/2023/02/CC167\\_REF\\_Briefing\\_Paper\\_vs4.pdf](https://raceequalityfoundation.org.uk/wp-content/uploads/2023/02/CC167_REF_Briefing_Paper_vs4.pdf)

#### **A learning programme offered to the local voluntary sector**

Elaine from Teignbridge CVS shared that they have learning programme that Teignbridge CVS offers their local sector, which includes bystander training, how to improve the diversity of your board, neurodiversity and more. One of the biggest challenges is getting the buy-in from the sector. They also support clients to set up peer support groups.

#### **Courageous Conversations**

Dianne from Voluntary Centre Services (Lincolnshire) shared their Courageous Conversations – get conversations going around big issues. They also have a conference coming up in June and are looking at barriers to people getting involved, asking ‘who are the people who are never around the table?’

<https://www.justlincolnshire.org.uk/courageous-conversations-blog/>

<https://www.hannah-wilson.co.uk/courageous-conversations-toolkit/>

## **Volunteering systems**

The volunteering system Team Kinetic can engage people in different languages.

## **Anti-Racist Commissioning in Hackney**

Tony from Hackney CVS shared some information about local anti-racist commissioning work, building trust and relationships with the voluntary and community sector (VCS), allowing the VCS to identify needs, support and where funding is needed.

<https://hcv.org.uk/antiracistcommissioning/>

## **Sharing diverse local history**

Tony from Hackney CVS also shared how James Baldwin visited Hackney CVS building in 1985 and a plaque is being added for this. Local Black History Walks also take place in the area to raise awareness.

## **Tackling health inequalities**

Strategic framework to tackling health inequalities through an anti-racist approach:

[https://www.transformationpartners.nhs.uk/londonpartnership/wp-content/uploads/sites/2/2023/08/20230726\\_Strategic-framework-to-tackling-ethnic-health-inequalities-through-an-Anti-racist-approach.pdf](https://www.transformationpartners.nhs.uk/londonpartnership/wp-content/uploads/sites/2/2023/08/20230726_Strategic-framework-to-tackling-ethnic-health-inequalities-through-an-Anti-racist-approach.pdf)

Koli from North Tyneside VODA shared some of their work addressing inequality in public health and looking at barriers to engagement for some ethnic minority communities. In response to concerns around trust and communication, training is being developed for reception and admin staff at GP surgeries so that they can engage people in an inclusive way and break down barriers. They also found that using technology was also a barrier to some people's engagement e.g. having to use an app. The biggest challenge around this overall piece of work is a low uptake in some consultations.

Selina from CB Plus (Barnet) also shared how they had heard feedback from residents about Mental Health and Wellbeing Services, saying that some services weren't culturally sensitive or that people wouldn't approach them because of previous negative experiences, and are working to fix this through training, consortiums of local organisations and building networks and connections.

## **Communications**

A member shared that they sometimes hear that particular communities don't know about what support is available locally due to lack of communication between different organisations, and lack of consistent way of communicating. The group was encouraged to look at who are the gatekeepers of information, and how to reach communities.

## **List of anti-racist resources**

Judi from Inclusion Barnet shared a useful list of anti-racist resources with the group, and also shared some useful things they had been doing locally. They had created an EDI space on Inclusion Barnet's website and an EDI network to bring organisations together.

[https://docs.google.com/document/d/12\\_XRp6H55IYV6kWZ7dVfcUvIANFeCbad/edit?usp=sharing&ouid=100173719306156308929&rtpof=true&sd=true](https://docs.google.com/document/d/12_XRp6H55IYV6kWZ7dVfcUvIANFeCbad/edit?usp=sharing&ouid=100173719306156308929&rtpof=true&sd=true)

## Dismantling Racism report

### Reflections from the meeting

- Information is so important;
- Improving health practices, mental health and wellbeing is crucial;
- What does change look like in terms of how people report? What is the tangible reality, what does it look like?

Infrastructure organisations don't always care about having the answer but we can provide connections, knowing who to ask and be an advocate, bringing someone else's voice into the room, offering guidance to decision-makers.

### Next meeting

The next meeting is on 2<sup>nd</sup> May, 3-4:30pm. We will be looking at KPIs and measuring success.

<https://navca.aidecrm.co.uk/booking/event-booking-form>