



City of York

Anti-Racist Pledge



About this Pledge

In October 2021, the City of York councillors approved the motion: Making York an Anti-Racist and Inclusive City.

It has become the first city in the North of England to set this aspiration and commitment to tackle the rising issues of racism and discrimination.

A spur behind this motion was the shocking evidence that showed an increase of racial hate crime by 239% from 2010-2011.

This Anti-Racist Pledge aims to send a clear and consistent message that racism will not be tolerated in the City of York.

It is time to acknowledge the systemic racism, and the harrowing racial imbalances, injustice, and violence.

Working together - with stakeholders, places of work, agencies, and other organisations – we can effect a positive change.

It is our collective responsibility to set a precedent for the future of the city and for the next generation.

Those who sign this pledge are committing to the aim to work together to close inequality gaps by advancing opportunities and ensuring the experience of racism within structures and institutions is eradicated.

Organisations who sign up to the Pledge will commit to:

- Not tolerating racist behaviour and calling out racism.
- Training employees on what being anti-racist means.
- Address racial inequality and improve opportunity and access to services and employment, such as reserved apprenticeship opportunities for BAME people.

In addition, organisations will work towards:

- Educating ourselves and others about the history and impact of racism and discrimination in our society, and actively work to identify and challenge racist attitudes and behaviours.
- Create and maintain safe and inclusive spaces for all members of our community, regardless of race, ethnicity, religion, gender identity, sexual orientation, or ability.
- Support and amplify the voices of marginalized communities and work to ensure that their needs and concerns are heard and addressed.

Commitment

The 2021 census shows about one in seven people in York are from ethnic minorities. There are currently approximately 100 different ethnicities represented in the City of York, and the same number of languages spoken.

We believe that by working together to create an anti-racist and inclusive community, we can create a better future for all residents of York.

We invite all stakeholders in the city to join us in this pledge and commit to making York the first anti-racist city in the north of the UK.

We commit to be an anti-racist organisation and we will:

- Where possible collate and analyse staff and board level data to understand any barriers facing BAME employees.
- Pro-actively examine any ethnic pay gap data or ethnic profile in our senior leadership.
- Increasing representation of BAME employees and set targets to deliver real change and progress.
- Raise awareness of this Pledge internally and externally to our team and service users.
- Create and maintain safe and inclusive spaces for all members of our community, regardless of race, ethnicity, religion, gender identity, sexual orientation, or ability.

By signing this pledge on behalf of my organisation, I pledge that we will address any issues identified, monitor our progress, and agree to be held accountable for the delivery of our actions.

Organisation:

Name & Role:

Signature:
