

# City of York Anti-Racist Pledge

#### Annex B

BLACK WOMEN ARE FOUR TIMES MORE LIKELY TO DIE FROM CHILDBIRTH THAN WHITE WOMEN	ROMA, GYPSY AND TRAVELLER PEOPLE FACE EXTREMELY HIGH LEVELS OF RACIAL ASSAULT, AND POOR HEALTH (BRITISH COMMUNITY STUDY)	BIAS IN RECRUITMENT IS MOST CONVINCING PROOF OF RACISM
SURVEY OF BLACK POLICE	BLACK PEOPLE IN THE	WOMEN OF COLOUR FACE
REVEALS RACE CRISIS	UK FACE INSTITUTIONAL	"CULTURE OF EXCLUSION"
STARTS WITH COLLEAGUES	RACISM, THE UN FINDS	IN THE MEDIA INDUSTRY
ACCESS TO HEALTH AND SOCIAL CARE SERVICES IS A LARGER ISSUE FOR ROMA PEOPLE THAN ANY OTHER ETHNIC GROUP. THEY ARE 2.5 TIMES MORE AT RISK OF NOT HAVING ACCESS THAN THE WHITE POPULATION	BLACK PEOPLE ARE SEVEN TIMES MORE LIKELY TO DIE AFTER RESTRAINT BY POLICE	SLOW PROGRESS MEANS TOO FEW BLACK JUDGES UNTIL 2149
BRITISH MUSLIMS	GENDER PAY GAP AS HIGH	BLACK AND SOUTH ASIAN
ARE NOT TREATED	AS 31% FOR MINORITY	BRITONS DIE YOUNGER AND
WITH DIGNITY	ETHNIC WOMEN	SOONER OF DEMENTIA
UK IS NOT CLOSE TO	BLACK CHILDREN ARE	68% OF MUSLIMS LIVE
BEING A RACIALLY JUST	11 TIMES MORE LIKELY TO	IN AREAS WITH HIGHEST
SOCIETY	FACE POLICE STRIP-SEARCH	UNEMPLOYMENT RATES
SURVEILLANCE AT WORK IS MORE LIKELY TO AFFECT YOUNG, WOMEN AND MINORITIES	BLACK GIRLS DISPROPORTIONATELY SUFFER INVASIVE SEARCHES BY THE METROPOLITAN POLICE	EQUAL INCLUSIVE RIGHTS SOURCE: Selected Newspaper headlines, January – March 2023

## 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 antiracist 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: