

Anti-racism Plan

***This plan is a first draft and will be developed and updated as our team continues learning. We will be incorporating expertise from members and non-members and therefore welcome any guidance to help further inform this work*.**

Introduction

This paper sets out the proposed steps Together will take in becoming an anti-racist organisation. It also outlines actions to support our members to become anti-racist organisations.

The plan complements our existing [Equal Opportunities and Inclusion Policy](#). It recognises that racism needs to be explicitly named and consciously addressed alongside – and separate to – Together's overarching commitment to inclusion.

The plan sets out a foundation for change, including clear expectations for Together, the staff team, trustees and member organisations.

Becoming an anti-racist organisation is an evolutionary process. It cannot be tackled by sporadic, disconnected actions and will require ongoing consultation with our member organisations.

We are always seeking feedback on how we adapt and improve, so please do not hesitate to get in touch on info@togetherscotland.org.uk if you would like to comment on anything contained in this document or our work in general.

Where are we now?

- Together invested in anti-racism training for our staff team and trustees.
- The Equal Opportunities and Inclusion Policy has been redrafted to include a commitment to being anti-racist.
- Frequent and open conversations about racism and anti-racism are held which involve the whole staff team.

Despite this, there is far more that we can and should be doing. The time to start is now.

What will we do next?

Terminology paper – August 2021

Together has prepared a terminology paper as a starting point to becoming an anti-racist organisation. This examines the strengths, shortcomings and implications of different terminology around race, ethnicity and identity. It will act as a guide for the staff team and external audiences to help them make decisions about which kind of terminology is most appropriate in a given situation.

The guide will draw upon learning from member organisations and trustees. We will work with members on drafting and refining the paper.

A draft terminology paper was prepared in Summer 2021. It will be shared with members in Autumn/Winter 2021.

The paper will be published on Together's website, with members invited to comment and suggest revisions. A first draft will be uploaded at the start of November, following input from the board. An e-news article and blog post will be shared at this time to promote and explain our anti-racism work, alongside a call for evidence of work our members have been doing on anti-racism. As it is a living document, any new suggestions or revisions will be discussed at the internal progress meetings held every 2 months, and a revised paper will be uploaded to Together's website.

Annual report - August 2021

Our 2020-21 Annual Report included a reference to our anti-racism work. As specific actions only commenced in 2021-22, a fuller analysis will be included in our next report. From 2021-22, our Annual Report will include a specific section on the actions Together has taken to become anti-racist. It will also include the steps taken to support our members on their own journeys.

Input from members – November - January 2021

Together will issue a call for evidence via social media and the e-newsletter to learn from our members, supporters and non-members with relevant expertise/experience. The aim of these discussions will be to learn from each other, including around terminology, review of policies and procedures, recruitment practices (including trustee recruitment).

Member event(s) – Spring 2022

Together wishes to organise an event(s) for members on anti-racism and becoming an anti-racist organisation. It is likely that an external speaker will be invited and members will be encouraged to share ideas.

Review of Strategic Plan – 2021-22

Reviewing Together's strategic plan to ensure that it explicitly refers to anti-racism and the actions that the organisation will take is on the Executive Subgroup workplan for September 2021 - September 2022.

Review of all policies and procedures – 2021 - 22

Trustees will conduct an overarching review of Together's policies & procedures, supported by the staff team. The aim of this review will be to ensure that learning from our training and conversations with members is reflected.

All policies and procedures will need reviewed, with some looked at as a matter of priority (for example the recruitment policy). Review of policies and procedures will be put on the agenda for the next Executive Subgroup meeting.

Membership outreach and renewal - ongoing

Current membership data does not allow us to ascertain whether all groups of children and young people are represented within our membership. Together will update its membership renewal and registration forms to gather and analyse this information. This will allow gaps to be identified and proactively addressed.

Further actions will include:

- Increasing transparency about the membership fee negotiation policy;
- Increasing transparency about the supporter status;
- Emphasising Together's efforts to transform the way it works in order to create a diverse membership;
- Building relationships with black and brown-led organisations and grassroots organisations working with children and young people who experience racism.
- Emphasising the opportunity that Together membership offers – e.g. highlighting the voices and experience of Black and Brown children at Scottish, UK and United Nations levels.

Communications – ongoing

Together will signpost followers of our social media accounts to organisations and resources focussed on anti-racism.

Staff induction and training – ongoing

As part of the induction process, new members of staff will be introduced to our anti-racism work and encouraged to expand their knowledge of racism and anti-racist practise. This, as well as useful resources, will be shared in the staff and trustee handbooks.

All staff members will be expected to attend appropriate training to increase their awareness of racism & anti-racism, issues concerning equal opportunities, prejudice-based bullying and unlawful practices including harassment.

Sharing resources with members – ongoing

Together will share resources with members through our social media accounts and e-newsletter to raise awareness of different forms of racism and on becoming an anti-racist organisation. Blogs from Together staff will provide updates on what anti-racism work the team has been carrying out in the different elements of our work.

Raising institutional issues – ongoing

In our work with members, partners and Scottish Government, Together seeks to raise and encourage action on institutional processes which are preventing racial equity from being realised. For example, this might include urging a fundamental shift in how commissions are done, who gives and receives grants for funding and people with lived experience being involved in all decision-making.

Diversity, inclusion and anti-racism as a permanent item on board meeting agendas – ongoing

Diversity, inclusion and anti-racism will become a standing agenda item at quarterly board meetings to review progress and ensure that that we are being held to account to our commitments by the organisation's trustees.

Fundraising Strategy – dates tbc

A fundraising strategy will be formulated by Together's Finance sub-group to address where our funding comes from, the type of funds we apply to and their history.

Monitoring and evaluation

The staff team will hold a meeting every two months to review actions and progress, with at least one trustee present. A monitoring and evaluation framework will be developed as part of the Strategic Plan review work, which will be informed by:

- Questions included in our annual membership survey, and bi-annual staff wellbeing survey, to evaluate people's experiences of working with Together and the extent to which they feel that their knowledge of implicit bias, different kinds of racism and what it means to take an anti-racist approach in practise have improved. Similar feedback will be sought from the board at quarterly meetings where Together is to be held accountable for progress on anti-racism work.
- Assess bi-annually the extent to which the membership become more diverse to reflect the experiences of black and brown CYP using data collected at registration and through contact renewal forms about organization's key areas of work. Use this data to inform future membership outreach.
- Evaluate the effectiveness of outreach activity, and make changes where needed.
- Assess annually whether the staff, interns and board of trustees have become more diverse using data collected from application forms (requires prioritizing reviewing the recruitment policy).
- Assess the channels currently being used for recruitment and make changes to broaden where Together is advertising.

The current plan will be updated on an ongoing basis, drawing from conversations with stakeholders, children and young people. This may include addition of specific actions around:

- Events
- Recruitment
- Policy work
- Participation work
- Membership outreach and recruitment
- Governance