

Background – Why and What is Anti-Racism

LCC has made a commitment to tackle racial injustice

- Sept 2021 – Signed up to the Race at Work Charter – BITC
- Feb 2022 – Full council made commitment to becoming an Anti-Racist Organisation

Anti-Racism:

Anti-racism is a philosophy and practice that opposes and actively seeks to eliminate racism and racial discrimination. It involves recognising and challenging systemic biases, advocating for equal rights and opportunities for all racial and ethnic groups, and promoting social justice and equity. Anti-racism encourages individuals, communities, and institutions to actively confront and address racial prejudices and structural inequalities.



What it is and is not:

IS:

- Going beyond opposing racial slurs or overt hate speech
- Not ignoring cultural differences or assume a single, massive experience for all individuals of a particular race or ethnicity
- Addressing the broader societal structures and policies that perpetuate racial inequalities
- Encompassing understanding and challenging more subtle forms of racism, such as microaggressions and systemic biases

IS NOT:

- About ignoring or being "colourblind" to racial differences
- One-time action or gesture
- Limiting to personal beliefs alone
- A standalone movement separate from other social justice issues
- Promoting intolerance or division
- About inducing guilt or shame in individuals
- About seeking quick fixes or expecting instant results
- Solely focussing on blaming individuals for their attitudes or behaviours

Vision Statement:

Our vision is to be an Anti-Racist organisation in which every individual is valued and treated with respect, regardless of their race, ethnicity, or background.

As an organisation we will actively recognise and challenge systemic racism and bias; ensuring opportunities for all racial and ethnic groups to promote equity.

We will strive to ensure colleagues and communities achieve their potential whatever their race, ethnicity or background.

