

7 ANTI-RACISM PRINCIPLES

1 DEMONSTRATE LEADERSHIP BY NAMING RACISM

Demonstrate leadership by naming racism, engaging seriously and continuously with the ways in which racism impacts the lives of patients and the public, and actively working to dismantle it.

2 UNDERSTAND & ACKNOWLEDGE

Understand and acknowledge that structural, institutional and interpersonal racism all impact on health and be clear about where accountability lies for improvement and progress. Create transparent pathways for raising concerns and tangible steps for addressing them.

3 MEANINGFULLY INVOLVE RACIALLY MINORITISED INDIVIDUALS & COMMUNITIES

Meaningfully involve racially minoritised individuals and communities in every stage of developing a service or intervention, including ensuring that teams and decision-making structures themselves are racially diverse and fundamentally inclusive.

4 COLLECT & PUBLISH DATA

Collect and publish data on race inequity in its entirety, ensuring it directly informs policy, strategy, and improvement. Where data is not available, change policies to ensure that data is collected.

5 IDENTIFY RACIAL BIAS

Identify racial bias in policies, decision making processes, and other areas within your organisation.

6 APPLY A RACE-CRITICAL LENS

Apply a race-critical lens to the adoption of any interventions or improvements to be tested, and to the design and delivery of services.

7 EVALUATE & REFLECT

Evaluate and reflect on interventions using metrics that recognise the role of racism as determinant of health. These evaluations should seek to understand the extent to which interventions mitigate the impacts of racism.