



# Challenging Institutional Racism

## A toolkit for the voluntary sector



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March 2002



# Acknowledgments

This toolkit was based on original research by:

- Kamila Zahno
- Kate Jarman
- Melanie Nock
- Werner Ullan
- All of Zahno Rao Associates

The toolkit was commissioned by the Association of London Government and produced by LVSC and ROTA. The Steering Group was chaired by ROTA and comprised BTEG, LASA, LVSC, London Youth Matters, Planning Aid for London and Stonewall.

In addition we would like to acknowledge the help and support of the following organisations:

- 1990 Trust
- 3rd Sector Alliance
- 60 Plus Kensington and Chelsea
- Blackliners
- Gap
- Family Housing Association
- London Regeneration Network
- MiNET
- National Centre for Volunteering
- NCVO
- NSPCC
- NEWTEC
- Nottingham CVS
- Uplift
- Womens Resource Centre

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# Foreword

**Foreword by Cllr Kingsley Abrams, Chair of the Association of London Government's Grants Committee.**

I am delighted to be introducing this toolkit to London's voluntary sector.

The toolkit builds on the valuable work done by the inquiry into the racist murder of Stephen Lawrence and strengthens the Association of London Government's underlying commitment to making racial equality a key component of providing a quality service.

It clearly sets out our goal of achieving tangible improvements in the delivery of services for the millions of people across the capital who come into contact with the voluntary sector.

We recognise the diversity within the voluntary sector and acknowledge that organisations may be at differing stages of development in terms of tackling institutional racism. In recognition of this, organisations are encouraged to work across sectors to help them make sustainable and progressive steps towards achieving a first-rate record of service delivery which benefits everyone.

I believe that it is vital to challenge your organisational practices and procedures to ensure quality services are provided. I am confident that the toolkit will be extremely useful in this process. Only by doing so can the voluntary sector in London claim to be at the forefront of providing a truly quality service to the people of London.

I hope you find this Toolkit useful.



# Executive summary

Voluntary organisations have a responsibility to tackle the racial inequalities that exclude some potential service users from the services to which they are entitled. This toolkit aims to help organisations develop strategies to address race equality; the advice it gives is applicable to all types of voluntary organisation.

The toolkit shows how a voluntary organisation can work with its management committee, staff, volunteers, users and partners to deliver quality services that reach all the communities it should be serving. It will help organisations to assess their strengths and weaknesses and to develop responses to the issues identified. The techniques set out in this toolkit may also be useful in addressing other disadvantaged groups, for example, disabled people, women, lesbians and gay men, refugees and asylum seekers.

## **Sustainable action**

The toolkit shows how voluntary organisations can work towards race equality by introducing activities that 1: apply to the whole organisation, 2: are sustainable, and 3: result in visible improvements in service delivery. These activities will affect governance, employment practices, management and service delivery respectively; organisations should aim to make progress in each of these areas in parallel.

The toolkit consists of three sections, each containing a number of key questions you should be asking yourself (*see Checklist of key questions*).

## **Section one: Changing the culture**

This section explains how you can change the culture of your organisation from the top. It shows how to introduce and maintain diversity within the organisation by looking at how you recruit, develop and support trustees, volunteers and staff.

## **Section two: Consultation and planning**

This section explores how your organisation can consult with stakeholders to provide a service that meets the needs of the communities it should be serving.

## **Section three: Partnerships and good practice**

This section shows how you can identify good practice in race equality – and share it with partners.

Each of the activities described in this toolkit forms part of an integrated strategy. Implementing this strategy will demonstrate your organisation's commitment to race equality.

Although the toolkit is comprehensive, it is not intended to be intimidating. Its premise is that:

- developing an effective race equality strategy takes time;
- each voluntary organisation is likely to be at a different stage of development;
- few organisations will be able to address all the issues simultaneously and will therefore have to prioritise; and
- development ought to be progressive and sustainable.