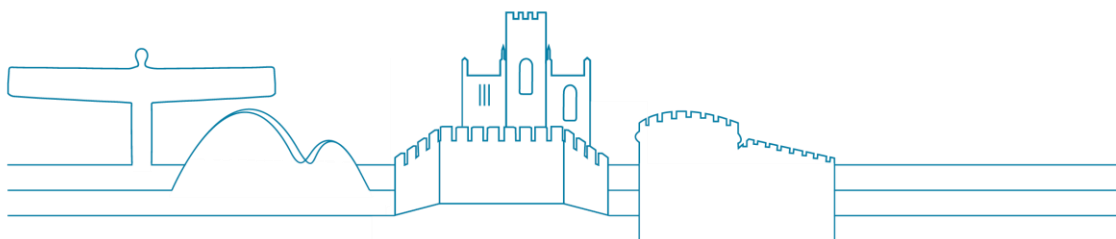


Our collective promise to our Black, Asian and minority ethnic colleagues and communities

Healthcare leaders across the North East and Yorkshire are committed to better supporting people from Black, Asian and minority ethnic (BAME) communities. This includes ensuring fairness for all and embedding a culture where, no matter your race and/or background, your personal experience, either as a staff member or as someone who accesses health and care services, is one that is not influenced by racism or any bias, be it unconscious or not.

Our collective promise includes:

- Devising an agreed framework to increase diversity across all levels of workforce, boards and governing bodies (including leadership), underpinned by transparent and fair recruitment processes
- Introducing yearly learning and development activities for all staff on the subject of unconscious bias and/or cultural intelligence
- Develop systems to ensure through commissioning and encouragement that all leadership boards have a programme of reporting, training and development which focuses on workforce race equality standards, such as WRES metrics or other locally determined measures.
- Develop feedback mechanisms are firmly in place for all protected groups and can demonstrate specific feedback from BAME colleagues and communities creating psychological safety
- Develop a system to support zero tolerance for bullying and abuse as a result of racism
- Identify a programme which recognises the talent and leadership potential of our BAME colleagues
- Ensuring our work place environments support people from all backgrounds
- Ensuring all organisations have established staff networks to support listening into



real, tangible action, where not already in place

- Develop a framework that shows a commitment to continue to understand and develop strong allyship to our BAME communities and colleagues
- Ensure promotional or communications activity actively reflects the communities we service and our workforce
- Engaging BAME service users and carers in patient and carer involvement activities

Signed: 

Brent Kilmurray
Chief Executive

Signed: 

Miriam Harte
Chairman

Date: 30 October 2020