

Anti-racist commitment Statement

As a feminist organisation we recognise the intersectionality that female survivors, female staff, volunteers, and trustees face in conjunction with their protected characteristics such as race and religion.

Therefore Leicester Rape Crisis hereby commits to:

- provide a fair, inclusive and equitable service/workspace to survivors, staff, volunteers and Trustees.

In order to do this, we aim to review and develop our policies and procedures in line with Anti-Racist considerations.

We currently adhere to and implement our policy around Equality and Diversity and Equal Opportunities. We adopt working methods around Anti-oppressive practice and are working to ensure that we break down barriers of access for women of colour and those from ethnic minority communities. However, we recognise that further development in this area would only serve to strengthen our service and ensure everyone is treated fairly.

Actions already taken:

- Recognition and Analysis of Diversity figures within Client Data and plan in place to ensure service is appropriate for Women of Colour or those from Ethnic Minority backgrounds.
- Equality, Diversity, and Inclusion training delivered by Diverse Minds to all staff, volunteers, and Trustees in 2020.
- Board Audit
- Diverse Staff team in place
- Community Awareness events and Preventative Education events in areas of high ethnic minority populations.
- Community Engagement Counsellor in place. This role provides counselling to Women of Colour, raising awareness of sexual violence within Ethnic Minority communities and developing best practice to share amongst the staff, volunteers, and trustees at LRC.

Actions to be completed and Timeline:

Action	To be completed by	Responsibility
Anti-Racist Policy/Statement to be discussed	Discussed in Planning Meeting Feb 17 th 2024	Board and CEO, and Staff
Anti-Racist Policy/Statement signed off and displayed in website	April 2024	Board and CEO
Anti-Racist Training to be delivered to All trustees, Staff and volunteers	July 2024	CEO and Service Manager
Anti-Racist Policy to be renewed and training implemented into training plan	Ongoing – Added to Strategy from 2024 onwards	Board and CEO

Adopted by the board of trustees: January 2024

Version 1