

The Health Creation Alliance

Anti-Racism Statement

January 2024

1. Introduction: Anti-Racism at The Health Creation Alliance (THCA)

THCA is committed to being an inclusive organisation. However, we recognise that generalised activity, whilst well-meaning, has limitations. At the same time as a small organisation, we are capacity constrained, so we need to be purposeful and deliberate in our approach to inclusion.

We therefore commit to periodically (at least annually) review our intent and specifically focus on one aspect of inclusion (e.g. a specific protected characteristic or community). This is not at the detriment of others who experience discrimination but to challenge ourselves as an organisation.

For 2024, THCA is challenging itself to becoming an anti-racist organisation.

Being actively anti-racist in all that we do means we acknowledge the impacts of racism in our own organisation, within the health and social care sector and in the communities in which our members live and work; and it means being conscious how institutions can perpetuate structural racist ideas and action. We will do this wherever we can – internally in how we bring people into our organisation, in our work supporting our members, in how we work with other organisations, and in our external communications.

2. Why are we doing this?

For our team: We thrive when we create an organisation where everyone feels included and has a sense of belonging. We model our values – the six features of health creating practices – which support an inclusive approach. We also model the principles of public life in how we work as an organisation.

For our communities and wider society: Our organisation exists to support thriving communities. We know that there are wide disparities in health outcomes and life expectancies between different ethnic groups, in the experience of participation within the communities they live in and access to their human social rights and the means to thrive. We therefore have a responsibility to use our profile and influence to make a difference to the world we live in.

We do this through modelling our values both in our organisation-focused work and our work in the external world. Both the six features and the Nolan principles are contained within our Code of Conduct: [THCA-Code-of-Conduct-Oct23.pdf \(thehealthcreationalliance.org\)](#)

3. What is our anti racism action?

- We recognise that structural racism exists and is harmful.

- We will act to redress racism and call out discrimination.
- We will be transparent and accountable, and we will measure our progress through an annual action plan.

Draft 2024 action plan

Action	Measurement	Deadline
We will continue to seek out and amplify the voices of those who experience racial discrimination	Amend our membership sign-up to include simple demographic data collection.	31st July 2024
	Collect extended demographic data for Directors and MiCLs	31 July 2024
	Record the ethnicity of lived experience case studies we publicise	April 2024
	Annual review of demographics of our most active members	31 Dec 2024 (as caveated by capacity)
We will ensure we have fair and inclusive recruitment processes that reflect our commitment to race equality and successfully attracts, appoints and retains diverse talent.	Process in place for appointing Directors, including diverse interview panels.	April 2024
	Process in place for appointing associates to our pool of associates and for choosing contractors	April 2024
	Record ethnicity of speakers' panels (all panels to be ethnically diverse as far as is possible).	April 2024
We will commit to undertake an Equality Impact Assessment on all significant board decisions	EIA assessment to be created for all board decisions	31 March 2024
	EIA to be embedded as part of routine board business	31 December 2024

Date of last full review: January 2024.

We will undertake a light-touch review annually and a full review every 3 years.