

GBCC Anti Racism Statement

At GBCC, we are committed to creating and maintaining an organisation where everyone is treated with dignity, fairness and respect, and where racism and discrimination are not tolerated in any form.

We recognise that racism exists within society and can be experienced in overt, subtle, unconscious and systemic ways. Racism can affect opportunities, experiences, wellbeing and outcomes for individuals and communities, and organisations have a responsibility to take meaningful action to challenge and address it.

Being anti-racist means taking an active and conscious approach to identifying, challenging and removing racism wherever it exists. This includes reflecting on our own culture, systems, behaviours and practices, listening to lived experiences, and being prepared to learn, improve and take accountability as an organisation.

We are committed to:

- fostering a culture of inclusion, dignity and respect;*
- ensuring racist behaviour, discrimination and racial harassment are challenged and addressed appropriately;*
- encouraging open and constructive conversations about race and equality;*
- promoting equal opportunities for people from all backgrounds;*
- reviewing our policies, practices and decision-making processes to help identify and reduce barriers to equality;*
- increasing awareness and understanding through ongoing learning and development; and*
- monitoring our progress and continuing to challenge ourselves to deliver meaningful and lasting change.*

We recognise that diversity of backgrounds, perspectives and experiences strengthens our organisation, our decision-making and the support we provide to our members, partners and wider community.

We are committed to creating an environment where employees, members and those we work with feel valued, heard and able to contribute fully, free from prejudice, discrimination and racism.

We understand that becoming a truly anti-racist organisation is an ongoing process, not a one-time initiative or statement of intent. It requires honesty, accountability, collaboration and continuous improvement. While we know there is still more to do, we remain committed to taking positive action to build a more inclusive and equitable organisation for everyone.