

# Racial Equity & Anti-Racist Practice Strategy & Action Plan



*Foster care where children  
heal and thrive*



Chrysalis is working to improve the lives and outcomes of children in care and acknowledge that racism exists in all areas of society and has a profound impact on our black, marginalised and global majority communities. We have vital roles and responsibilities to promote change and challenge injustice: the work to be done on this journey is meaningful. We will use our resources and change what we do to actively dismantle racist structures and challenge racial inequality and we will probably make mistakes along the way. We affirm our commitment to recognising, addressing and eradicating all forms of racism and ethnic oppression in the delivery of our fostering service.

## **Strategy:**

We are committed to the development and implementation of strategies and best-practice that dismantles racism and ethnic oppression that is present in all areas of society. As an agency we are dedicated to long-term and continuous work around racial equity and anti-racist practice led from the top down. This work has been included in the agencies overall strategy to ensure sustainable change encouraging honest, courageous and vulnerable conversations and sitting in the discomfort while we have conversations about racism with our staff, foster carers, children and young people. We acknowledge that racism is a learned behaviour that is present in all areas of society and we are committed to taking intentional steps to unlearn it. We will purposefully strive to identify, discuss and challenge racism in all its forms: structural, systemic, institutional & interpersonal and the impact it has on our staff members, foster carers, children and young people. We are committed to further develop anti-racist practice and our journey to authentic allyship



**"I am proud to be a part of an agency that strives to be truly inclusive. Representation really matters especially to our children and young people trying to find their place in the world."**

**Chloe, Engagement & Inclusion Manager**

**All white carers caring for children from different ethnicities attend a support group to ensure they can meet, celebrate and advocate for the needs of their children and young people.**



#### **Plan of Action:**

**ACCELERATING DIVERSITY FROM WITHIN THE AGENCY** - To build a workforce more reflective of the communities we serve by promoting opportunities for black, minoritized and global majority colleagues to enter and advance within the organisation.

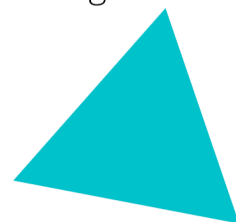
**EDUCATING, EMPOWERING and EQUIPPING PEOPLE** - To transform the culture to zero tolerance of discrimination. Introducing new immersive training to enhance awareness and support, with underpinning inclusive management.. The implementation of mandatory training for staff and carers & introduction of agency ebulletin with further resources for staff & carers. We believe that training will not be successful if used in isolation, so we need to understand unconscious bias, privilege, allyship, what inclusive behaviours are and how we demonstrate them.

**LEADING BY EXAMPLE** - To ensure that every one of our senior leaders has a greater understanding of the issues faced by global majority communities and are equipped to lead the fight for equality. Implementing specific exploration on the topic during interviews of new staff members and the assessment process for foster carers with an expectation this will be explored further by the independent fostering panel.



**WORKING TOGETHER AS ALLIES – CONSULTATION & CHALLENGE:** To identify internally and externally as allies to the black, marginalised & global majority community. We see white allies fully involved in challenging, deconstructing and dismantling racist systems in solidarity with the global majority.

**ACCEPTANCE, CELEBRATION AND SUPPORT** - Developing a greater understanding of the lived experience of children and families for the black, marginalised and global majority communities. Teach children about black culture and celebrate black role models through magazine subscriptions, newsletters & diversifying bookshelves. Ensuring foster carers and children are provided with effective and appropriate support.



We strive to be a truly inclusive community that welcomes everyone. We want our Chrysalis community to reflect all parts of society. Everyone has something special and unique to offer and in doing so will need the exact needs of children or young people waiting for homes.

We are particularly interested in hearing from people from African, Caribbean and Asian diasporas and those of Muslim-Heritage. 50% of current fostering assessments of potential foster carers are from these communities, and we want to continue to build upon on.

If you think we are the right agency for you or you want to learn some more about us please do not hesitate to contact us by telephone or by the enquiry form on the website. You can also download our carer pack to find out more about fostering Chrysalis. We cant wait to hear open minded, caring and passionate people ready to change the lives of children and young people today!



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