



## Anti-Racist Charter

At City of Edinburgh Council, we're striving to become an anti-racist organisation, one where **all colleagues at all levels** of the organisation understand their **responsibility to recognise, identify, challenge and address** racist and discriminatory behaviour and feel they have the **skills and knowledge to approach this with confidence**.

### We therefore commit to ensuring that:

Transparent and accountable leadership for race equality is modelled by an executive sponsor and promoted through the personal and collective leadership of our senior leaders.

All colleagues understand what anti-racism means, what their responsibilities are as allies, and how they can identify, challenge and address racism in all its forms.

All managers involved in recruitment, progression and investigation of allegations understand their responsibilities in demonstrating inclusive leadership, adopting an anti-racist approach and supporting people who experience racism.

Appropriate steps are taken to improve the representation of minority ethnic colleagues to reflect the working population of the city of Edinburgh.

Structural, cultural and policy barriers in the attraction, recruitment, progression and retention of minority ethnic colleagues across all grades are identified, investigated and removed.

Colleagues are clear we do not tolerate racism in any of our interactions as employees of the council, are aware of the procedures for reporting racist incidents and trust that they will be supported.

Colleagues of colour are fairly represented in senior roles and positions of influence.

Meaningful data on ethnicity is gathered and reported to help identify potential barriers to participation and representation, and steps are taken to reduce the ethnicity pay gap.