

Coast to Capital Anti-Racist Policy

We have produced this policy to reconfirm our commitment to being an anti-racist employer and reflect our ongoing commitment to equality, diversity and inclusion.

Coast to Capital has pledged to go further than just ensuring we are fair and inclusive as an employer, provider of services and funder. This means recognising the impact of privilege, removing barriers and ensuring opportunities are open to all - recognising that everyone has the right to live a life free from discrimination.

As part of this commitment we have pledged to:

- Produce an **Equality, Diversity and Inclusion Strategy** to include actions to meet our anti-racist commitment.
- Set a **zero tolerance policy** to racism and micro-aggression and include this in our Employee Handbook.
- Focus on **positive action and support** for ethnic minority led businesses through our funds, programmes and services.
- Work collectively to **challenge ourselves and our partners and stakeholders** to improve diversity and eradicate racism in our organisations.
- **Report on progress** on these commitments to the Board annually.

As a predominantly white Board and workforce we must commit to increasing our understanding of the issues and barriers faced by ethnic minority businesses and business leaders.

Coast to Capital has also pledged to:

- Ensure our Board and Committees become **more representative** and to proactively seek new members from ethnic minority communities.
- **Provide training and opportunities for discussion and debate** amongst Board members and employees – including on privilege, language, terminology and structural racism.
- Proactively improve our **engagement and collaboration with ethnic minority business leaders**.
- Actively target the recruitment of ethnic minority **talent into the workforce**

As a Local Enterprise Partnership we are committed to actively build a more diverse workforce so that the lived experience of a diverse team informs service design, delivery and more effectively reflects the businesses and communities within the Coast to Capital region.

Coast to Capital Chair – Julie Kapsalis

Coast to Capital CEO – Jonathan Sharrock