



Our pledge to support prejudice free communities

Our **vision** is for Bournemouth, Christchurch and Poole (BCP) to be places where strong, healthy, **diverse** and vibrant communities flourish.

In living our values, we commit to celebrating diversity – valuing people from all different cultures, backgrounds and ethnicities for the uniqueness that makes everyone an important part of the community. We also promote equality of opportunity – understanding that some people may face additional barriers and take steps to remove them. We acknowledge that many people with protected characteristics face discrimination and we will continue to do all we can to challenge this. This pledge focuses specifically on how we will challenge racism.

We wholeheartedly support the mission of Dorset Race Equality (DREC) to challenge racism, celebrate diversity and promote equality of opportunity for all.

We pledge to #SpreadTheLove using our position as a local infrastructure charity that empowers the voluntary sector, enables volunteering and involves communities to:

- Empower local voluntary and community organisations to challenge racism and discrimination
- Work with organisations such as DREC to promote the celebration of ethnic, cultural and religious diversity across the BCP area
- Encourage organisations to work towards being better representative of, and responsive to, the ethnic, cultural and religious diversity of the population – including recruitment of staff and volunteers

How will we do this? We will:

- Start with our organisation:
 - Review our Equality and Diversity action plan at every Board meeting
 - Undertake training to challenge our thinking
 - Review and update all policies in this area
 - Develop new plans for how we implement our policies
 - Review our resources, publications and website to ensure they are representative of different ethnicities
- Be an active member of 'Prejudice Free Dorset' and share relevant links on our website
- Use our social media platform to celebrate diversity and challenge racism
- Work in partnership with local organisations that support ethnic minorities to strengthen their organisation through good governance, and we'll promote their work
- Challenge and support local organisations to fight prejudice and be better representative of ethnic minorities

TOGETHER WE CAN MAKE A DIFFERENCE



COMMUNITY ACTION NETWORK
BOURNEMOUTH | CHRISTCHURCH | POOLE