

Anti-racism Action Plan: Plan on a page 2022-24



1

Vision:

Our vision is to create an anti-racist culture and contribute to Welsh Governments long term vision for 'A Wales which is anti-racist' set out in An introduction to an Anti-racist Wales (gov.wales).

2

What:

We have developed an Anti-racist Action Plan to drive anti-racist practice.

3

Why:

We acknowledge that institutional and structural racism exist and need to be tackled actively and assertively in order for us to realise our goal of improving the physical, emotional and mental health and wellbeing of all people who live and work in North Wales.

4

How: Our Commitments

- We will adopt an anti-racist stance and will not accept any form of discrimination or inequality for employees or service users;
- Our staff will work in safe, inclusive environments, built on good anti-racist leadership and be empowered to identify and address racist practice;
- We will strengthen data collection and analysis in relation to race and ethnicity and use this information to improve;
- We will strengthen engagement with local communities to identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and minority ethnic people;
- We will report our progress and communicate widely.

Outcomes:

5

Black, Asian and minority ethnic people, including our patients and staff, will have confidence that action is being taken to address inequalities and that their voice is heard in shaping this plan and the decisions that affect them.