



Faculty of Public Health Anti-racism Framework



FACULTY OF
PUBLIC HEALTH

FPH is committed to being an anti-racist organisation

Anti-racism has been a dedicated area of focus for the Faculty of Public Health (FPH) since the summer of 2020, following the murder of George Floyd, and the renewed sense of injustice that followed, combined with the racial disparities exposed by the Covid-19 pandemic.¹ Although the murder of George Floyd stimulated the drawing up of this policy, the Faculty has been concerned about the detrimental impact structural racism (including antisemitism² and islamophobia³) to individuals, organisations, systems and societies for many years.

We must not be indifferent to societal injustices in any section of our population. We know that these injustices hold severe consequences for public health, and particularly for people in these communities with intersectionalities e.g. ethnicity, gender, age, disabilities which can cause the discrimination and inequalities they face to compound.

These societal injustices manifest adversely, not only on health outcomes, but through limited access to education, jobs, housing and other fundamental needs which we recognise as the wider determinants of health. FPH, through its members, stands at the forefront of challenging and addressing these injustices, and is committed to tackling the health inequalities prevalent in today's society.

COVID-19 shone a light on the decades of discrimination faced by minoritised ethnic populations, and on the widening inequalities they face as a consequence. It is essential that steps are now taken to tackle these inequalities at their fundamental level, and that discussion turns to action. We must work together, with unceasing determination, to put an end to the injustices faced by minority ethnic populations.

The Faculty of Public Health is committed to equality, diversity and inclusion, and to tackling any form of racism or violence. We are committed to minority ethnic representation at our senior leadership level and support our leaders in understanding the issues experienced by these communities.

FPH has a diverse and international membership, with over 500 of our members based outside of the UK. Ensuring our entire membership has a voice and visibility in shaping and delivering the work of FPH is hugely important. Through our Special Interest Groups we seek to forge global links and communities of practice that allow our members to share resources to tackle inequalities. The anti-racism movement is global and we will reach out to our international members in solidarity to address global inequity and racial discrimination.

1 Faculty of Public Health Statement on Racism and Inequalities, 16 June 2020, www.fph.org.uk/news/faculty-of-public-health-statement-on-racism-and-inequalities

2 The recognised international definition of antisemitism: www.fph.org.uk/media/2791/antisemitism-nov-19.pdf

3 The All Party Parliamentary Group on British Muslims agreed definition of Islamophobia: [f747d5e0-b4e2-5ba6-b4c7-499bd102d5aa](https://www.camden.gov.uk/media/447474/b4e2-5ba6-b4c7-499bd102d5aa) ([camden.gov.uk](https://www.camden.gov.uk))

What does being anti-racist mean?

Anti-racism can be defined as the practice that recognises pervasive racism in society and 'actively combats racial prejudice and discrimination in order to promote racial justice and equality.

Being actively anti-racist in all that we do means FPH will acknowledge the impacts of racism in our own organisation, in the public health community and in the wider world in which our members operate, and be conscious how institutions can perpetuate structural racism. It means we will never tolerate racism where we see it, and we will challenge and proactively change policies, behaviours and beliefs that perpetuate racist ideas and actions. We will do this wherever we can – internally, in our work supporting our members, in how we work with other organisations, and in our external communications. We will benefit as an organisation and our work will improve if we create an open culture in which we celebrate diverse perspectives in everything we do.

This is a top priority and long-term commitment for the Faculty of Public Health. We will continue to be resolute in our work on it.

Why do we need an anti-racism strategy?

Race discrimination is illegal in the UK as per the Equality Act 2010.⁴ However, although everyone should have equal access to work and opportunity to reach their potential (regardless of any aspect of their identity, background or circumstance), barriers to access and in-work progression continue to exist in many organisations. As the CIPD describes, high-profile government-initiated work has encouraged action on racial diversity and inclusion, but more recent studies, such as the Parker review update on UK FTSE board composition, show there is currently a lack of action.⁵ According to the McGregor-Smith Review people from ethnic minorities in the UK are less likely to get into and progress within the workplace compared to their white counterparts, while the significant lack of racial diversity at the top of UK organisations remains unacceptable.⁶

To root out racism, **ALL** employers need to critically appraise their organisational culture from top to bottom and address racism at a systemic level by looking at where it is embedded in their own organisations. The Harvard Business Review has published a useful reading list on this.⁷

4 Equality & Human Rights Commission, Race Discrimination, www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination. Also see Chartered Institute of Personnel & Development Factsheet, www.cipd.org/uk/knowledge/factsheets/race-employment-discrimination-factsheet (Accessed 12 September 2023)

5 Chartered Institute of Personnel & Development, "Developing an anti-racism strategy", www.cipd.org/uk/knowledge/guides/anti-racism-strategy. EY Press release (05 February 2020), [New Parker Review report reveals 'slow progress' on ethnic diversity of FTSE boards | EY UK](http://www.ey.com/uk/en/issues/ethnic-diversity/new-parker-review-report-reveals-slow-progress-on-ethnic-diversity-of-ftse-boards) (Accessed 12 September 2023)

6 [Race in the workplace: The McGregor-Smith Review](http://www.mcgregor-smith-review.org), UK Government Independent Review (February 2017) (Accessed 12 September 2023)

7 Harvard Business Review, "Confronting Racism at Work: a Reading List" (June 2020), www.hbr.org/2020/06/confronting-racism-at-work-a-reading-list

Systemic racism is built up over a long period of time. Therefore addressing systemic racism is also a time consuming endeavour: the work can never be finished and the journey consistently changes.⁸

Antiracism work is multifaceted and holistic. It is about influencing a change in customs and practices, but also addressing bias and prejudice that may be built into policies and processes.⁹ Policies and processes are key to providing the foundation for change, setting out clear expectations for the organisation and its people as well as clear objectives to work towards.

Taking action is not just 'the right thing to do'. As the CIPD notes, without action to develop inclusive workplace cultures where people with a diverse range of backgrounds feel able to perform at their best and progress in their organisation, we face an underutilisation of talent through a failure to enable everyone to achieve their potential and contribute fully.¹⁰ As the McGregor-Smith Review points out: 'The potential benefit to the UK economy from full representation of BME individuals across the labour market through improved participation and progression is estimated to be £24 billion per annum, which represents 1.3% of GDP in the year to June 2016.'¹¹

It is therefore essential for all organisations, to have an anti-racism strategy, that has actions that are well planned, strategic, sustainable and taken seriously. This is of even greater importance for an organisation of the nature of FPH, which in its unique position of being the standard setting organisation for public health, has the ability to influence wider change across the profession.¹²

8 Coalition for Diversity & Inclusion in Scholarly Communications, "The path to becoming an antiracist organization" (August 2021), <https://c4disc.pubpub.org/pub/e5545yw1/release/2> (Accessed 12 September 2023)

9 Gardiner Moss, "Designing a bias-free organisations", Harvard Business Review (August 2016), <https://hbr.org/2016/07/designing-a-bias-free-organization>

10 Chartered Institute of Personnel & Development, "Developing an anti-racism strategy", www.cipd.org/uk/knowledge/guides/anti-racism-strategy

11 [Race in the workplace: The McGregor-Smith Review](#), UK Government Independent Review (February 2017) (Accessed 12 September 2023)

12 There are many other resources and examples available to assist in developing anti-racism statements and strategies. For example, see [Creative Equity](#); [Inclusive Employers](#); [Royal College of Midwives](#); [Wellcome Trust](#); [Cooperation Canada](#); [Royal College of Psychiatrists](#); [NHS Providers Anti-racism statement](#)

The FPH Commitment

This is our commitment to our members, staff, and the wider community to becoming actively anti-racist.

The six principles provided by the Chartered Institute of Personnel & Development (CIPD) to help organisations develop a robust anti-racism strategy have provided the basis for these commitments.¹³ See mapping in Appendix 1.

1. We will recognise that structural racism exists and is harmful, and we will support ethnic minority staff.

1.1 We will work to ensure that FPH does not reflect the inequalities seen across the workforce and wider society, ensuring that diversity is reflected in the Board, committees and senior leadership.

1.2 We will ensure all FPH leaders (Board and managers) have in-depth knowledge and understanding about racism, intersectional discrimination and its impact on minoritised ethnic staff, and have the skills, experience and integrity to implement mitigations.

1.3 We will seek to improve the experience of our staff; we will recognise that some will suffer discrimination on several fronts, including race, socio-economic status, and other characteristics protected under the Equality Act.

1.4 We will have clear HR policies and procedures for staff to report any instances of bullying, harassment or concerns about discrimination around career progression, differential attainment and disciplinary action.

1.5 We will create a culture that gives people the time and space to speak up about their experiences confident that they will be listened to and supported. We will ensure people will be safe, and feel safe, in talking openly about racism and race inequality. All FPH staff and members, whatever their ethnicity, have a responsibility for improving our culture.

2. We will act to redress racism and call out discrimination.

2.1 We will seek out, identify, and address racism and strive for equality, and justice, and embed this thinking in all our processes, policies, outputs, and interactions.

2.2 We will draw attention to and call out discrimination where we find it within FPH and tackle it, explaining why remarks or actions are harmful.

2.3 We will listen with commitment to learning and change when someone speaks up about their experience of racism, and where someone shares their experience, we will focus on their needs and recognise where we hold power and can act to bring improvements.

2.4 We will examine our recruitment processes and our approach to progression within the organisation.

¹³ Chartered Institute of Personnel & Development (CIPD), Developing an anti-racism strategy, www.cipd.org.uk/knowledge/guides/anti-racism-strategy (last accessed 12 September 2023)

2.5 We will review our policies, events and publications to ensure they meet the standards of diversity we are aiming for.

3. We will be transparent and accountable, and we will measure our progress.

3.1 We will be open and honest about our progress on race equality, and we will set measurable goals against which our progress can be judged.

3.2 Our goals will be based on the feedback from staff and our Board and will include qualitative and quantitative measures. We will/have produced and agreed upon **an action plan** (see Appendix 2) that sets out in detail how we will deliver on our commitment.

3.3 A senior Board representative and member of the SMT will be appointed to have oversight and responsibility for delivery of the agreed actions around acting against racism. Our Board of Trustees, however, is ultimately responsible for ensuring FPH is an anti-racist organisation. It will hold the Senior Management Team to account for delivery on the action plan and has committed to embedding anti-racism into its own structures, processes and decision making.

4. We will use our unique position to influence the public health workforce and wider community.

4.1 The Faculty of Public Health has an opportunity and a responsibility to make a positive difference on race equality in the public health community and beyond.

4.2 As the membership and standards-setting organisation for the public health workforce, we are uniquely placed to support public health professionals and employers to make progress on race equality.

4.3 We will reflect, promote and celebrate anti-racism and race equality in all our activities and through our policy, advocacy and external messaging so that our work holds greater value for all our members.

4.4 We will support our members and advocate for action against structural racism within their own organisations and address gaps and challenges in their working cultures that are impacting on staff and the communities they serve. We will embed race equality throughout all our networks and events, induction programmes and member communications, and aspire to lead by example.

4.5 We can and will advocate for race equality through our influencing work, which puts us in regular contact with the most senior leaders in government and in the wider health and care sector. We will use our position to influence national policy from an anti-racist standpoint – this will include offering constructive challenge when necessary. And, through our public communications, we will highlight race inequality and challenge racism where we see it.

Appendix: Mapping to CIPD's 6 principles for developing an Anti-racism Strategy

The six principles provided by the Chartered Institute of Personnel & Development (CIPD) to help organisations develop a robust anti-racism strategy are:¹⁴

- 1. Clarify** the organisation's stance and values: Set clear expectations of what the organisation stands for and maintain zero-tolerance to racism.
- 2. Co-create** a systemic approach for practical action by working across the organisation: Scrutinise all operational processes, ways of working and people management policies.
- 3. Commit** to sustained action through visible leadership and a willingness to change: Sustained action needs a long-term plan, led with firm commitment from the top.
- 4. Critically appraise** your people management approach from end to end.
- 5. Connect** your people by creating safe spaces, systems and times to talk, share experiences and learn from each other: Ensure your plan is informed by employee voice, and bring in experts where necessary.
- 6. Communicate** your messages consistently and ensure the conversation is two-way: Leave the workforce and wider stakeholders in no doubt about your key messages. Ensure they are reflected in people's behaviour, in the organisation's operations, and in the organisation's interactions with stakeholders.

These principles throughout the FPH commitments:

	1. We will recognise that structural racism exists and is harmful, and we will support ethnic minority staff.					2. We will act to redress racism and call out discrimination.					3. We will be transparent and accountable, and we will measure our progress.			4. We will use our unique position to influence the public health workforce and wider community.				
	1.1	1.2	1.3	1.4	1.5	2.1	2.2	2.3	2.4	2.5	3.1	3.2	3.3	4.1	4.2	4.3	4.4	4.5
CLARIFY	X		X			X	X				X			X	X	X	X	X
CO-CREATE		X	X	X		X		X	X	X		X	X					X
COMMIT	X	X			X			X			X		X	X	X			
CRITICALLY APPRAISE			X	X		X			X	X	X	X	X			X	X	X
CONNECT					X		X	X				X	X	X	X	X	X	X
COMMUNICATE		X	X	X		X	X	X	X	X	X	X		X	X	X	X	X

¹⁴ Chartered Institute of Personnel & Development (CIPD), Developing an anti-racism strategy, www.cipd.org.uk/knowledge/guides/anti-racism-strategy (last accessed 12 September 2023)