

## Black Lives Matter – an open letter from our Chair and Chief Executive

We watched with concern the events that have unfolded over the last few months following the killing of George Floyd in Minneapolis, USA and the frustration and anger from communities unwilling to accept racism in all its forms any longer. Our staff and board have been working together over this time to think carefully about how we will respond and make real change.

As a Hospice we have seen first-hand the disproportionate impact of COVID-19 on people of Black, Asian and Minority Ethnic Communities and this brings into stark relief the health inequalities which exist across world but for us particularly in Birmingham.

The Hospice is funded by the people of Birmingham to provide the very best palliative and end of life care, we have a responsibility to ensure that it is inclusive of everyone. There has been some progress in addressing access to services and inequalities within our workforce with examples of good practice in volunteering and recruitment such as our Support at Home team but there are also areas we need to address; there is more to do.

We intend to do this in a way which seeks to understand and work in partnership with the people we serve, learning and unlearning in a humble way, being willing to hear what we need to change even if this is uncomfortable.

We recognise as an organisation this is a time for change and meaningful action. We will not accept racism in any form. We have heard how racism impacts the day-to-day lives of our staff and will not accept this.

Our plan led by the board and leadership team and delivered by the Equality, Diversity and Inclusion Committee includes:

- Creating a Staff and Volunteer BAME network with direct reporting to the Equality, Diversity and Inclusion Committee and Hospice Governance, hearing staff to inform our actions
- Improving the data we collect and record to understand who is accessing the services and how service quality is measured against ethnicity to enable meaningful change
- Improving recruitment process and taking positive steps to ensure a representative workforce
- Extending the culturally appropriate facilities in the Hospice environment: food, space for reflection and prayer, language and translation services, to make them available for Hospice staff
- Work with Communities and Community Groups to hear and understand the experience of living, dying and bereavement and work with those groups to make meaningful change
- The board will oversee the work of the Equality, Diversity and Inclusion Committee and commit to working with staff to achieve this anti-racist approach – supporting staff to challenge racism in all its forms.



Harry Turner, Chair



Penny Venables, Chief Executive