

**Commitment to tackling
racism and racial inequality
in community sport in
Yorkshire and the Humber.**

Be open
and
responsible

Be
strong
allies

Create
the
change
locally

Enable
communities

Develop
the
workforce

Deliver
inclusively

We are asking the community sport community to sign up to this commitment to be anti-racist organisations. This means proactively tackling the racial inequalities that prevent or discourage people from leading active lives and enjoying the benefits of sport and physical activity. This could be as participants, volunteers, coaches or by working in community sport.

Tackling inequalities is at the heart of the work of community sport. As organisations, and the individuals within them, we recognise we must do much more to address racism and racial inequalities within community sport and physical activity.

We are working together as a coalition of allies along with our communities to

build our knowledge and understanding of the causes, incidents, and impact of inequality in community sport. We are building a long-term commitment and identifying priorities for action to make a sustained and meaningful difference.

While we are often small organisations, we recognise the reach and influence we can have, working together to tackle

inactivity and by building anti-racist practice into everything we do.

This requires us to lead by example, recognising our weaknesses, and making individual and collective commitments to taking action to become truly inclusive, anti-racist organisations.

In agreeing to this commitment, each organisation will commit to having its own plan, working with its local community. Collectively we will:

Be open and responsible

We will recognise our starting point and embrace our personal and organisational responsibility. We will be accountable to the objectives we set, and will publish, and reflect on, our own progress in making community sport and activity more equal and inclusive.

Be strong allies

Leading by example as anti-racist allies, we will 'come out of the stands' to challenge racism and racial inequality wherever we see it. This will strengthen the way we lead and manage our organisations to ensure we become more representative of the communities we serve. Our communication channels will show our commitment and we will use appropriate language and inclusive imagery.



Create the change locally

We will use and share knowledge to identify, challenge and change the factors holding current racial inequalities in place.

Enable communities

Working proactively with our diverse communities, people and groups so everyone feels included and can take part safely, without fear of discrimination.

Develop the workforce

Creating a more ethnically diverse workforce through better recruitment, training, and development, so all positions are open to all, not just some as at present.

Deliver inclusively

Using all our activities, delivery, programmes, funding and resources to create new opportunities and to increase the activity levels of our diverse communities.

We know we will have been successful when there is significantly improved representation in our teams, committees and the wider volunteer and paid workforce. By working together across community sport, we will have increased levels of activity amongst diverse communities.

We will continue our journey to eliminate racism in community sport by listening and learning, supporting each other, monitoring the effectiveness of what we do.

This will ensure we progress in a positive and inclusive way, holding ourselves and each other to account for the commitment we are making.

This will form one part of our wider equality, diversity and inclusion work to tackle all inequalities and ensure those who can benefit most are supported to become more active.

Yorkshire and Humber Anti-Racism in Sport Group

Active Humber

Bradford Council

North Yorkshire Sport

Rotherham United Football Foundation / in the community

Sheffield City Council

Street Games

Yorkshire County Cricket Club

Yorkshire Sport Foundation