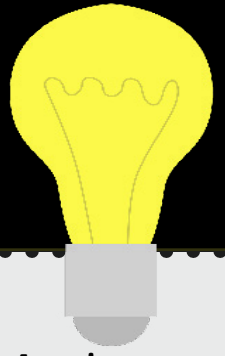


Pathway to Anti-Racism



In the last five years Cynon Taf have made significant improvements in our approach to being Anti-Racist. We are committed to **Deeds not Words** and have used our report to understand where we began. Being transparent is important to us.

We have had incidents where people have been made to feel uncomfortable or unwelcome.

We haven't always got it right. But we are working hard on being better.

We have achieved the **Quality in Equality and Diversity** accreditation with Tai Pawb and have made good progress.

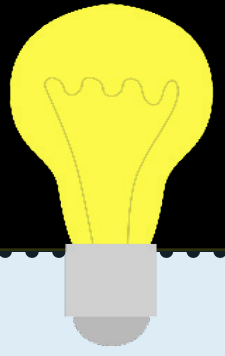
We now have an Equality & Diversity Strategy, an E&D working group that provides a safe space to have open and honest conversations and have created an Equality & Diversity job role to help embed these changes into the organisation.

Our culture at Cynon Taf is changing and whilst having an E&D Strategy is good, we know we must act. To be silent is to be complicit.

Here's our Anti-Racist pathway.

→ **E&D means
Equality and Diversity**

Pathway to Anti-Racism



2022

Culture Board will commit to taking part in Pathways to Board when seeking diverse leaders.

Safe Space We have introduced regular safe space sessions which provide an environment where staff can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.

Diverse Recruitment Panel All staff that wish to take part in the recruitment process will be considered.

Website Our E&D section will feature a statement from CEO, our planned pathway, staff diversity data and links to organisational chart.

Language & Communications we will no longer use BAME.

We understand and celebrate people's difference.

This includes Gypsy, Roma & Traveller communities. We will use Black, Asian and Minority Ethnic in its full use or we use ethnic minority/minority group.

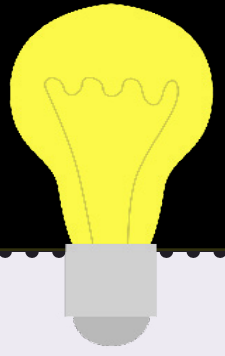
2023

Representation Senior HR & EDI Officer to undertake full audit of recruitment processes including forms, systems etc.

Learning Training for recruitment delivered to all participating staff.

Listening All protected characteristics will have access to external advocacy and support via internal advice & complaints procedures.

Pathway to Anti-Racism



2023

Learning Ally training delivered to all staff. Senior staff will receive further training on supporting staff with E&D issues.

Culture Our Resources Team will build and develop relationships with local groups, networks, universities etc to attract diverse talent.

Listening Tenant Profiling to be completed and analysis of data can begin

2024

Learning Look candidly at co-mentoring opportunities within the organisation.

Listening Using tenant profiling data alongside compliance/complaints to ensure we are tailoring services to tenants needs. We will be talking and listening to our communities via engagement.

Language & Communications Make sure our systems reflect information we want to hold.

2025

