

## **Liverpool Heart and Chest Anti-Racist Statement & Commitment**

As an organisation, we do not tolerate racism, and are committed to improving when it comes to being actively anti-racist.

Liverpool Heart and Chest Hospital has long valued and respected racial, ethnic, cultural and religious differences. We acknowledge that more work is needed to confront inequalities and embrace the institutional change necessary to make the world a more just and inclusive place.

We commit that our diversity, equity, inclusion, belonging and anti-racism work will be open, transparent and accountable. We will listen to our people and create opportunities to generate real transformation.

This work is imperative for our future. We will invite all who are part of our organisation to join us, so that we are better able to improve.

We will be single minded in our approach and proud to oppose racism, through a wide range of actions: -

- We will advocate for the diverse and marginalised groups in our communities
- That our Black, Asian and minority ethnic patients have the same quality of care and access.
- We will improve the patient experience, ensuring that Black and minority ethnic service users and carers feel understood and supported.
- We will improve the experience of Black, Asian and minority ethnic colleagues as reported in the annual staff survey
- We will continue to strengthen the voice of our staff networks through LHCH Belong, enabling staff groups to influence
- We will address areas of under-representation across our workforce, with a focus on improving diversity.

For further Information about the NHS Black, Asian and Ethnic Minority Assembly, please watch this video below: -

<https://youtu.be/UcQOdP7mtGw>