

*Youthscape*



# Anti-Racism Action Group Report

November 2020

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# A. SUMMARY

## 1. Background

Youthscape launched the Anti-Racism Action Group (ARAG) in June 2020 'to explore Youthscape's practices, structures & relationships, with the intent of implementing anti-racist strategies.'

The purpose of this action group is to offer proposals for ways in which Youthscape as individuals and as an organisation can better prevent racism.

In the weeks prior to this, George Floyd's death at the hands of white police officers in the United States sparked protests all over the world through the Black Lives Matter movement. In spring / summer 2020 we conducted research into Youthscape's practices, structures and relationships, both internally and externally.

The Anti-Racism Action Group (ARAG) comprises six Youthscape team members: Gry Apeland, Natalie Evans, Lucy Greenland (Chair), Gemma Milligan, Martin Saunders and David Walford. Each of us took on different roles and responsibilities.

This report considers key findings from our research conclusions, and recommendations going forward.

## 2. Objectives

To review Youthscape's practices, structures and relationships in relation to anti-racism.

To gather research to understand how Youthscape is perceived regarding anti-racism, both internally and externally.

To offer recommendations on Youthscape's future approach to becoming anti-racist.

To ultimately implement anti-racist strategies within Youthscape.

## 3. Initial Questions

What areas of our work are involved if we're reviewing Youthscape's practices and structures?

What groups is Youthscape in relationship with?

What are Youthscape's strengths and weaknesses, opportunities and threats when it comes to being anti-racist?

What questions should we be asking those in relationship with us?

What research methods should we use to ask these questions?

What are our immediate priorities?

## 4. Approach

This report considers Youthscape's practices, structures & relationships by:

1. Reviewing the different elements of Youthscape's internal and external structures and practices in detail by looking at all areas of our work.
2. Collating survey/interview style research from the action group, Youthscape staff and volunteers, partners, young people, and other community groups.

## 5. Definition of terms

**Racism** is defined as prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

**Anti-racism** is a form of action against all forms of racism and the oppression of marginalised groups. It is the active process of identifying and eliminating racism by changing systems, organisational structures, policies, practices and attitudes, so that power is redistributed and shared equitably.

Being **anti-racist** is based on the conscious efforts and actions to provide equitable opportunities for all people on an individual and systemic level.

**Systemic racism** involves policies and practices that exist throughout a whole society or organisation, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.

**BAME (Black and Minority Ethnic)** has been deemed the most appropriate term to use for the purposes of this research, despite its limitations.

# B. STRUCTURAL OVERVIEW

## TEAM INVOLVED

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**(Chair)**  
**Lucy Greenland**  
*Youthscape Essentials  
Project Lead,  
(National Team)*



**Gemma Milligan**  
*Engagement Manager  
(Local Team)*



**Gry Apeland**  
*Research Assistant  
(Research Team)*



**Natalie Evans**  
*Senior Events Coordinator  
(Satellites Team)*



**Martin Saunders**  
*Deputy CEO (Senior  
Leadership Team)*



**David Walford**  
*Christian Schools Work  
Specialist (Local Team)*

## Group values

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- To listen to each other
- To be honest and transparent with where we're at
- To be graceful with differences in opinions
- To acknowledge problems
- To be willing to educate ourselves
- To be unafraid of challenge
- To respond with humility
- To commit for the long-haul because it's the right thing to do as an expression of our Christian faith
- To be proactive rather than reactive

# C. AREAS OF INTEREST

The ARAG group began by defining areas of research interest, initial questions and key points involved, and then we conducted a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis on each area, populating this as a group.

Our findings can be found in section E. (Or to see the SWOT tables on each area of interest, please see appendix I-1).

The areas of interest that we defined are:

1. **Team and Recruitment**
2. **Young People**
3. **Partnership Work**
4. **Events, Exhibitions and Training**
5. **Resources and Research**
6. **Public Communication**
7. **Policies, Internal Documents and Monitoring**

## 1. TEAM & RECRUITMENT

### 1.1 Initial questions

- How do we recruit people to our Board of Trustees?
- Should we also have more diversity within the genders and job roles on our Board of Trustees?
- Do we represent the young people we're working with in our team?
- Are we creating professional development opportunities in general?
- Why aren't there many BAME people applying for job roles?
- Where do we market our training schemes or job adverts?
- Do we ensure that churches where the majority of the congregation are BAME are also on the list of places where we advertise?

### 1.2 Key points

- Diversity in Trustees and Senior Leadership Team
- Team
- Volunteers
- Professional development and promotion of BAME team members
- Team training in anti-racism and anti-bias
- Recruitment, advertising of roles, relevance, accessibility to BAME groups

## 2. YOUNG PEOPLE

### 2.1 Initial questions

- How are young people heard at Youthscape?
- How flexible are we going to be in terms of adapting to include anti-racism teaching etc in our agenda?
- What role does social media play in educating and empowering?
- Is being a Christian organisation a barrier to engaging with young people/partners?
- Is funding going to hold us back?

## 2.2 Key points

- Young people's perceptions of Youthscape
- Giving young people a voice
- Addressing racism with young people
- Working more intentionally with BAME communities
- Education on anti-racism and celebrating diversity

## 3. PARTNERSHIP WORK

### 3.1 Initial questions

- How do we ensure we aren't just supporting and working with heavily white middle-class groups?
- Which churches are we working with to launch youth work?
- Are we encouraging churches which have a high percentage of black attendees to launch youth work too?
- Are we committed to working more broadly and diversely in the area of partnerships?
- Are we resourcing and supporting youth workers to be able to have difficult conversations about racism with their young people?
- How do we support youth workers who may be experiencing racism (individual or structural) within their churches?
- How does Luton's Muslim community see Youthscape?
- Do we need to create structure within our partnerships in order to avoid unconscious bias?
- Why do we work with some partners and not with others? Theology? Cultural difference? Other reasons?
- What arenas do we meet people in? Do we need to expand our network to build new partnerships?

### 3.2 Key points

- Partner's perceptions of Youthscape
- Engagement with Youthscape's programmes
- Partnerships with local and national churches

- Partnering with BAME groups
- Links with the Muslim community and other faith groups
- Partnerships with local secondary schools, the Police, Luton Borough Council, social services.

## 4. EVENTS, EXHIBITS & FORMAL TRAINING

### 4.1 Initial questions

- Should there be specific policies/numerical goals in terms of on-stage representation at festivals and conferences etc?
- How do we find the people we don't know? And how do we build lasting and genuine connections with them?
- A big question for us: do we run mono-culture (white) events? As such, are we just inviting black and brown speakers and delegates to join in as outsiders and assimilate to 'our way' of doing events? If so - is this something that can change, even if we want it to?

### 4.2 Key points

- Overview of delegates attending events
- Speakers and up front representation
- Cultural barriers to attending events
- Exhibits and training overview
- Financial viability of events, exhibits and training

## 5. RESOURCES & RESEARCH

### 5.1 Initial questions

- Who are we marketing resources to and making them for? Are they relevant?
- When we develop our resources, are we doing so to meet the needs of young people in predominantly white middle-class churches, or are we thinking more broadly?

# 7. POLICIES AND MONITORING

## 7.1 Initial questions

- What policies would be involved?
- What do we currently have in place?
- Who decides on the content for policies?
- Who monitors the implementation of policies?

## 7.2 Key points

- Equal Opportunities and Diversity Policy, Code of Conduct / Staff Handbook etc
- Safeguarding Policy

- Where are we piloting resources? Innovation process - is there space to focus more on who is this resource for? (we do ask but don't apply it to colour)
- Is what we pick up only going to be affecting white middle class young people and youth workers?
- What research are we prioritising, and where do we look to partner for research - are we too restrictive?
- Who buys our resources? Is there a pattern? Why are people not buying? Is it not relevant or unknown etc?
- Who engages with research?
- Research and academia is white western heavy. How do we amplify voices of POC in this arena? Are there research centres that run in a different way?

## 5.2 Key points

- Resource development, research process and target market
- Funding and financial viability

# 6. PUBLIC COMMUNICATION

## 6.1 Initial questions

- What messages are we sharing on social media? In blogs? On our website?
- Who is checking information that goes out? Making sure it's diverse in terms of photos etc.
- Is our publicity diverse in terms of photos etc?
- What networks are we accessing?

## 6.2 Key points

- Publicity and marketing of resources, events, training, job adverts etc
- Social media, website and reach



# D. RESEARCH METHODS

Our group wanted to ask a broader number of people how they perceived Youthscape regarding anti-racism, in order to determine strengths, weaknesses and recommendations going forward. We met to define the questions we needed to ask, and the ways we might gather research across our areas of interest.

## STRATEGY AND METHODS

Taking from our own initial questions and the ARAG review findings, our group then identified the different groups that Youthscape is in relationship with, and put together a list of four general surveys as well as four groups of more specific interview questions. We then decided how we would disseminate these surveys. See appendix I-2 for the four surveys that were distributed, and interview questions.

### Surveys

#### 1. Youthscape Team

Distributed internally via email, focusing on:

- Board of Trustees
- Senior Leadership Team (SLT)
- Staff
- Volunteers
- Previous staff members

#### 2. Young People

Distributed to contacts through local secondary schools via email, and via social media (Instagram), focusing on:

- Young people we're already working with, BAME young people we are already working with closely, in schools and the community
- BAME young people we already work with closely
- BAME young people in Luton who we are not yet working with (distributed through school contacts)

#### 3. Partners

Distributed to local and national contacts via email, focusing on:

- Official and unofficial 'partners', church partners (Luton Unite)
- Youth Work Sunday Partners
- The 11 Luton churches we work with regularly
- Standing Advisory Council for Religious Education (SACRE)
- Groups like FACES (Faiths Against Child Sexual Exploitation)
- Muslim community
- Secondary School partners
- 'We Are Luton' COVID-19 response partners
- The police



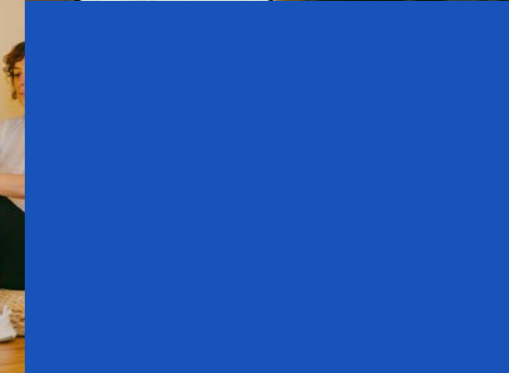
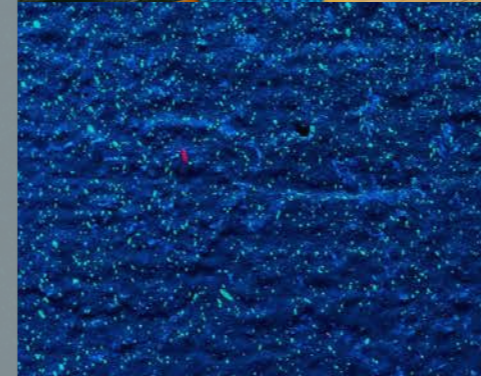
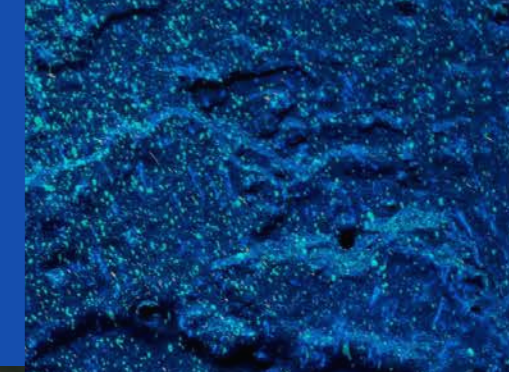
- Local Borough Council
- Social services
- Others working with young people
- Funders

#### 4. Youth Workers / Church Leaders

Distributed to contacts via email and via social media, focusing on:

- External groups
- Event attendees
- Speakers
- Black and brown churches outside of our networks - both leaders and youth workers
- Youth workers
- Church leaders
- Youth volunteers

*NB. Some of these groups were not reached / did not engage with the survey.*



# E. DATA ANALYSIS

## SURVEY SAMPLE SIZE

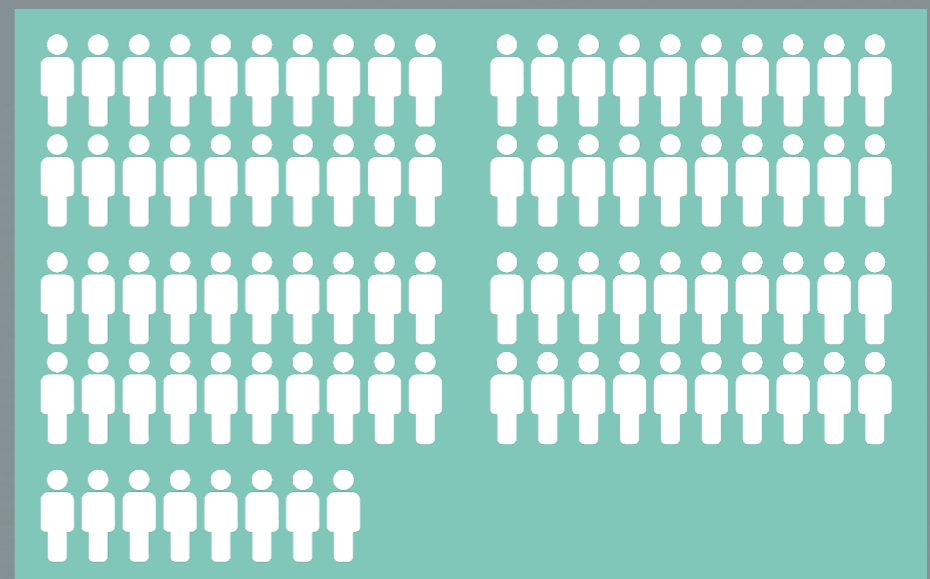
*Youthscape team survey*

*28 participants*



*Young people survey*

*88 participants*



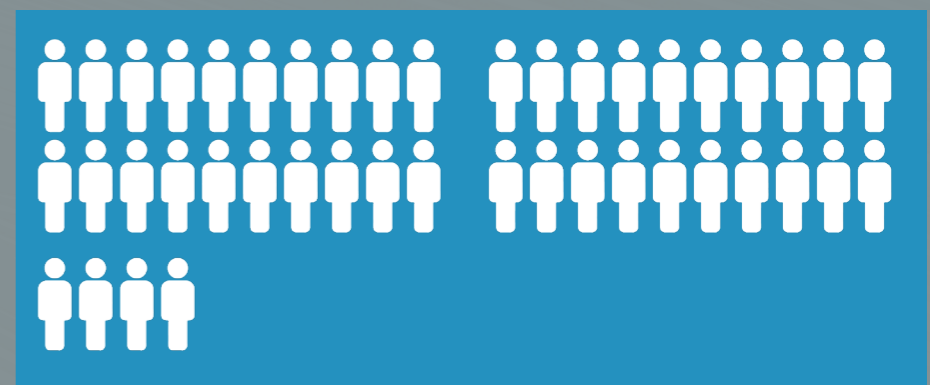
*Local partners survey*

*26 participants*



*Church leaders and youth workers survey*

*44 participants*



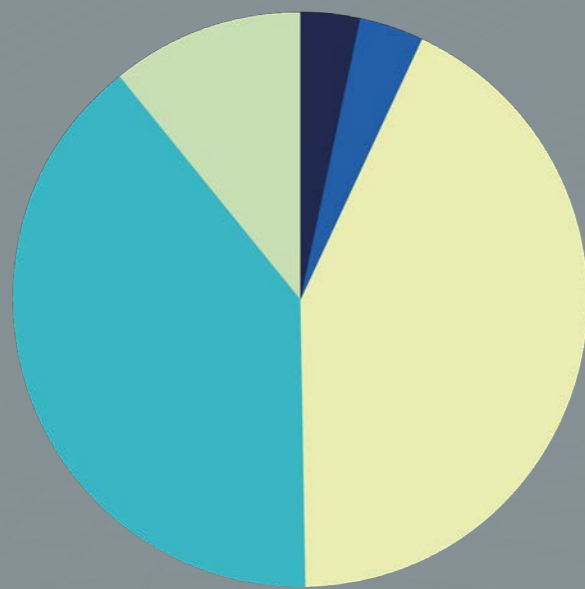
# YOUTHSCAPE TEAM SURVEY

## Survey Participants

- 28 team members engaged with the team survey.
- Survey respondents consisted of Staff (42.9%), Volunteers (39.3%), Senior Leadership Team (10.7%), Board of Trustees (3.6%), and Other (3.6%).
- There were six ethnic groups represented. Ethnicities included White British (66%), African (11%), Other White (11%), Asian and White (3%), Black Caribbean and White (3%), Other Mixed (3%)

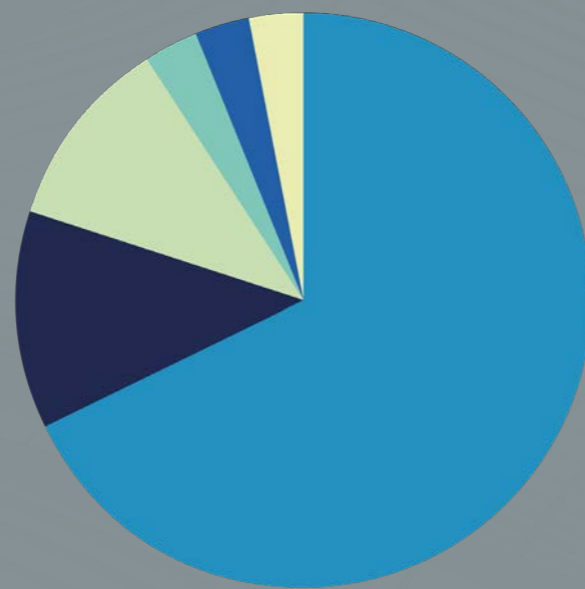
PARTICIPANT ROLES

- Staff
- Volunteers
- Senior Leadership Team
- Board of Trustees
- Other

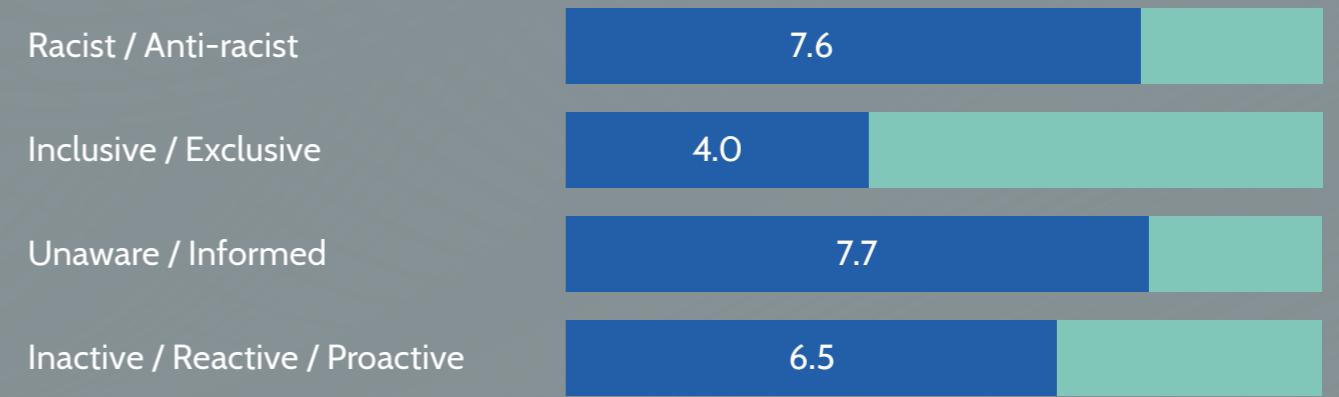


PARTICIPANT ETHNICITIES

- White British
- African
- Other White
- Asian and White
- Black Caribbean and White
- Other Mixed



To what extent do you see Youthscape as the following (specifically in regards to race):



When asked to rate Youthscape on a scale of 1 being racist and 10 being anti-racist, the team gave Youthscape an average score of 7.6. The two themes that emerged in feedback were that Youthscape was generally doing a good job, but also that although Youthscape is not specifically racist, the organisation is also not actively anti-racist.

*"I think Youthscape is absolutely for racial equality and against discrimination, though it could go further in investing in diversity. I can see how an all-white senior leadership team could easily seem alienating to those who aren't white, and be indicative of a white-centric mentality."*

*"Youthscape is clearly accepting and inclusive of staff and young people of all races and backgrounds, and I believe would not tolerate any overt racist behaviour within the office or our projects. However, I wouldn't say that there is currently any active work being done either within the team or with young people to educate around and take action against systemic racism either within or outside of the organisation."*

*"I don't think racism is an issue at Youthscape. It's a Christian organisation that takes the teachings of Christ where everyone is equal very seriously."*

*"It's my understanding Youthscape has anti-racist beliefs across the entire team. People aim to treat others with kindness, compassion, and equality here. I've never witnessed any kind of racism in my time at Youthscape."*

*"I think we endeavour to be anti-racist and speak out against racism. We endeavour to hire POC speakers at events etc but I know that we have had a lack of Black/Brown staff for years and that is a sign that we aren't as actively anti-racist as we could be."*

*"Because there is a degree of awareness about the importance of being anti-racist, and of discrimination - but there is a good way to travel yet."*

*"I think we're doing our best, but some of our structures might not go far enough. And lack of education or training or natural bias may occasionally play out negatively in our interactions."*

When asked to rate Youthscape on a scale of 1 being inclusive and 10 being exclusive, the team gave Youthscape an average score of 4.0

*"I think YS has a kind, inclusive, ecumenical spirit and works hard to work with others/'outsiders'. I'm sure there's always room for improvement."*

*"In regards to our work with young people, everyone is welcome to attend and take part in our projects, but we don't take any specific steps to ensure BIPOC young people's traditions and/or cultures are celebrated in the same way that White British traditions/cultures are e.g. Christmas/Easter celebrations, the food served in drop-in etc."*

*"Youthscape has always seemed to play favourites."*

*"Structurally, Youthscape lacks career pathways and a system for developing and raising up employees personally and professionally, which could be seen as exclusive again for employees who would like to advance in their career."*

*"It would be inclusive if all members of staff had a platform for their voice, had a chance to affect change, and if they wanted a shot at growth that the company helped create a system that could offer that."*

*"I think people want to be inclusive but the structures of the organisation may inhibit that."*

*"I can see awareness and intent when it comes to wanting a more diverse staff team for example, but I'm sure there's loads more we could do to make YS more inclusive."*

*"We're not inclusive of some groups due to cultural / theological / faith differences etc."*

When asked to rate Youthscape on a scale of 1 being unaware and 10 being informed, the team gave Youthscape an average score of 7.7

*"Because they always appear to be informed of local and national issues in this area."*

*"I believe we have a culturally engaged and curious leadership team and wider staff who want to be challenged and informed, led by research etc."*

*"Strong culture of openness"*

*"I don't feel that Youthscape necessarily has given much attention to this previously, so it's difficult to say that we are informed"*

When asked to rate Youthscape on a scale of 1 being inactive, 5 being reactive and 10 being pro-active, the team gave Youthscape an average score of 6.5.

*"I think if we were proactive we probably wouldn't only have put together this action group after the global wake-up call this summer. I also think to be more proactive that more time and resources should be devoted on an organisation level to this work."*

*"YS tend to react to issues that young people are currently facing"*

*"We're good at reacting quickly to things as they happen. We're also good at thinking about wider issues, thinking ahead and trying to be proactive about what is needed, but reactivity may take priority."*

*"Because we have chosen to move, act and do this at this present cultural moment. This is not a new thing, and so just to see YS decide to pay attention to the conversation about race (that is wider than just who we put up on platforms at events) is interesting and suggests a reactive response."*

*"I don't think our work with youth leaders is proactive around key issues like race or sexuality. We haven't done anything pro-active with our platform in that respect I don't think. It seems too risky for us."*

*"I think Youthscape is extremely reactive... we struggle to set a course of action and plan long into the future, and often end up prioritising the urgent over the important."*

Some final comments from the Youthscape team:

*"I think Youthscape do amazing work and create amazing things and I think making sure you are anti-racist will mean you help, include and reach all types of people."*

*"I appreciate Youthscape doing this survey"*

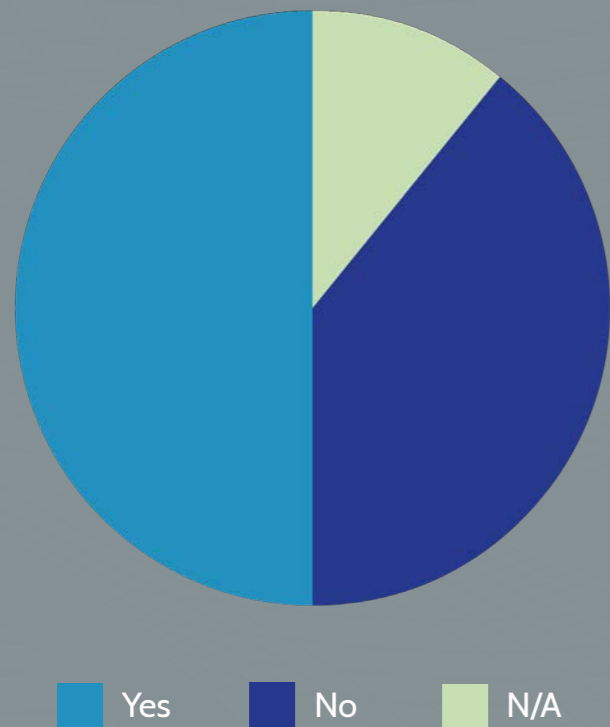
*"Youthscape needs to work with other faiths in the community."*

*"Thank you for beginning this conversation, and I pray that it will be an ongoing one that we are willing to keep reflecting upon and allowing to influence our thoughts and practice."*

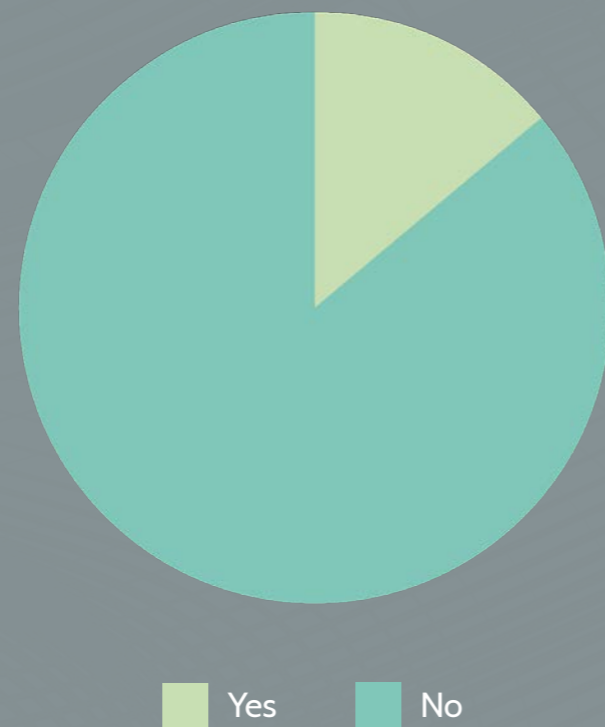
*"It would be good to know how to talk to people who have different views well, so as to be anti-racist whilst also being professional."*

*"You guys are doing an amazing job. Thank you."*

**HAVE YOU RECEIVED ANY ANTI-RACISM TRAINING OUTSIDE OF YOUTHSCAPE?**



**DO YOU KNOW OF OPPORTUNITIES FOR ROLE DEVELOPMENT? IF SO, DO YOU FEEL LIKE YOU HAVE ACCESS TO THEM?**



**Key Points**

**Lack of diversity in Trustees and Senior Leadership Team**

- From considering the make-up of the Board of Trustees, there is a lack of diversity in terms of ethnicity (only one black board member), a lack of diversity in terms of gender (only one female), and a lack of diversity in roles (one pastor and two CofE vicars).

**Diversity in our staff and volunteers team**

- Luton is very ethnically diverse and although the local team is the most diverse team, we do not have any Asian staff members and the majority of the team are White.
- There is also more diversity in our local volunteer team (are there any barriers to these volunteers becoming staff members?)
- A more diverse team could speak into and influence different areas of our work more effectively.
- There's a strong desire from HR for Youthscape to have a much more diverse staff team and board, but for different reasons these things haven't happened.

**Line management, professional development and promotion summary**

- 24/28 team members felt valued at Youthscape. Those who didn't feel valued said this was to do with not feeling like their personality or talents were recognised if they were in a part-time role or at a different life stage. Several preferred not to say why they didn't feel valued. No one linked not feeling valued with racism.
- In terms of staff and volunteers feeling like they knew about and had access to role development, 3/28 said N/A, 11/28 said yes, and 14/28 said no. Reasons for 'no' included being unaware of what role development could look like, not knowing of opportunities, recognising that there is a lack of middle management roles.
- It's important for team members to be able to provide feedback (this is currently done through line management and appraisals), and it's useful to have opportunities for people to progress and feel empowered.

**Team training in anti-racism and anti-bias**

- We don't currently provide any anti-racism training at Youthscape. 85.7% of the team and volunteers taking part in the survey have received no training in anti-racism outside of Youthscape. 14.3% of the team and volunteers taking part in the survey have sought out anti-racism training themselves, or accessed it through other work.

**Recruitment, advertising of roles, relevance, accessibility to BAME groups**

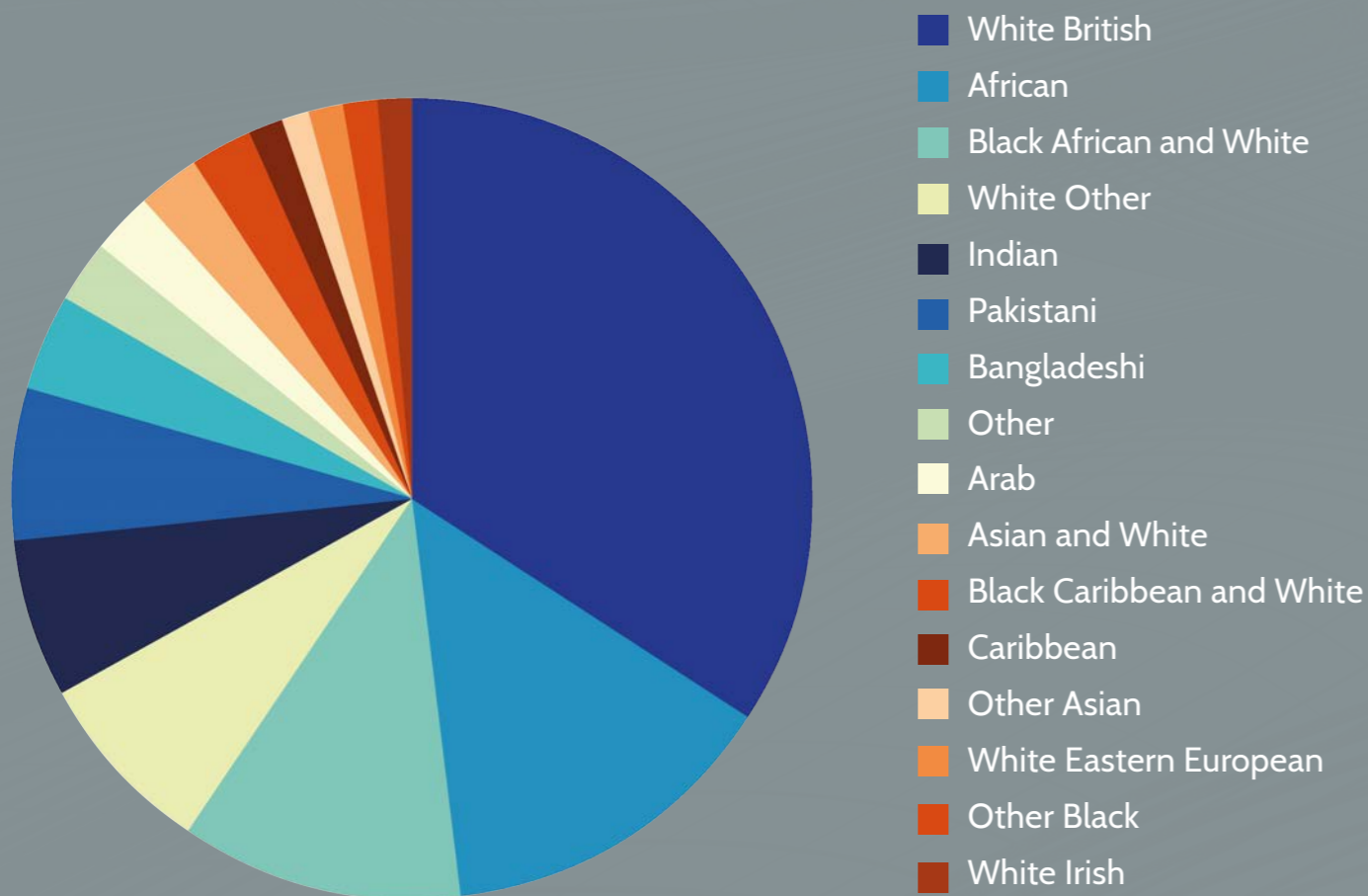
- The landscape of youth work has changed with less people in paid roles.
- How and where we advertise jobs is key.
- We don't currently have diversity 'goals' to work towards.
- Tokenism is unhelpful, however providing equal opportunities for training and progression is useful.
- Diverse graphics on our job adverts could encourage a range of applicants (we do currently do this). However, we struggle to gain any applicants sometimes, let alone diverse groups.
- Youthscape advertises job roles on the website and social media (LinkedIn, Instagram, Facebook), and pays to boost adverts on social media.
- Youthscape pays for adverts on job sites including ~Charity Jobs, and ~Christian Jobs for youth work or national roles. ("Charity Job wasn't yielding Christians, and it was providing people who weren't qualified for the role").
- Explored using Global Connections for the last Satellites marketing role.
- Finance and Fundraiser jobs recently trialled using Guardian jobs.
- Latest marketing role had 12 applications, mostly through word of mouth.
- Youthscape does not currently capture where people find the job roles on the application form.

# YOUNG PEOPLE SURVEY

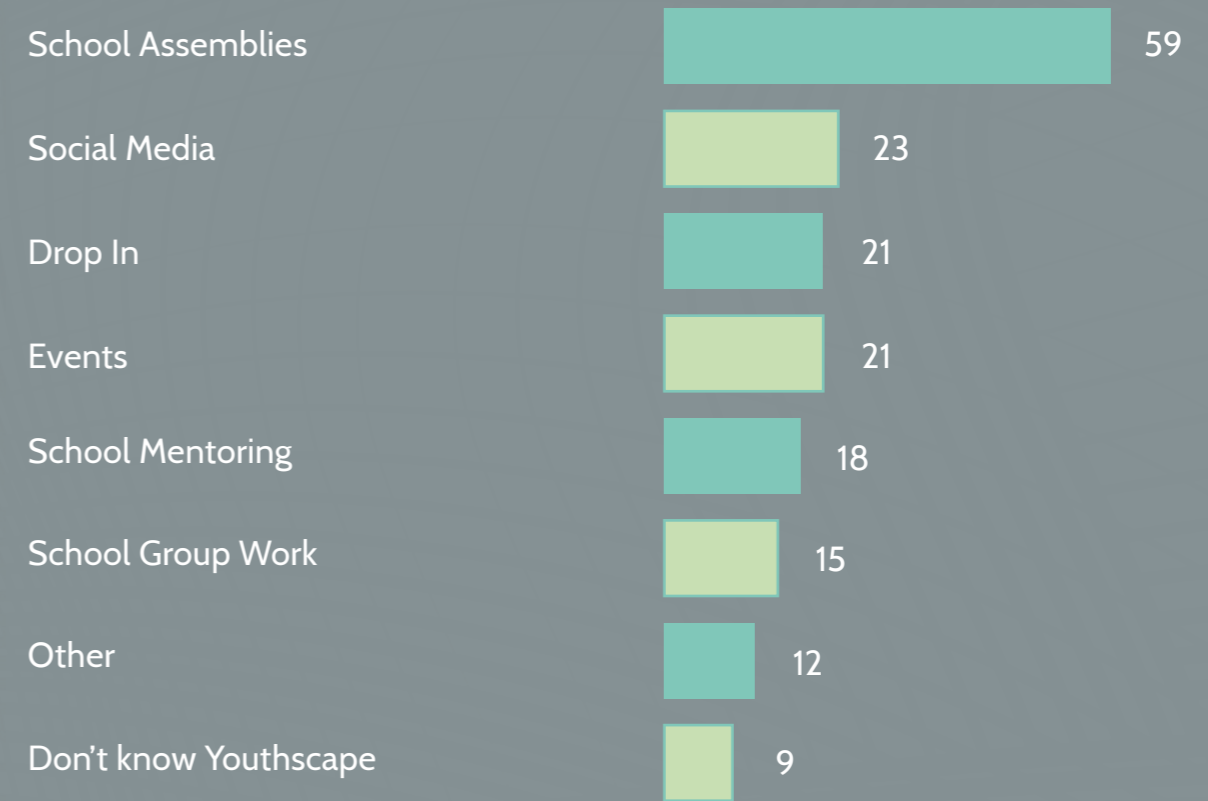
## Survey Participants

- 88 young people engaged with the team survey.
  - 16 different ethnic groups were represented in the survey.
  - Ethnic groups included White British (34.2%), African (13.9%), Black African and White (11.4%), White Other (7.6%), Indian (6.3%), Pakistani (6.3%), Bangladeshi (3.8%), Other (2.5%), Arab (2.5%), Asian and White (2.5%), Black Caribbean and White (2.5%), Caribbean (1.3%), Other Asian (1.3%), Other Black (1.3%), White Eastern European (1.3%), White Irish (1.3%)
  - Young people said they knew of Youthscape from seven contexts: school assemblies (67.8%), social media (26.4%), drop in (24.1%), events (24.1%), school mentoring (20.7%), school group work (17.2%), other (13.8%), and didn't know Youthscape (10.3%).
- Young people had heard of Youthscape through friends, church youth groups, 'because everyone talks about it', 'Developing Spiritually Course', retreat, assemblies, and through family members volunteering at Youthscape.

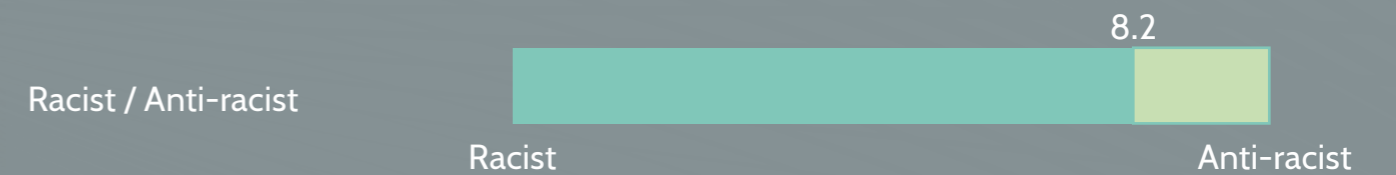
PARTICIPANT ETHNICITIES



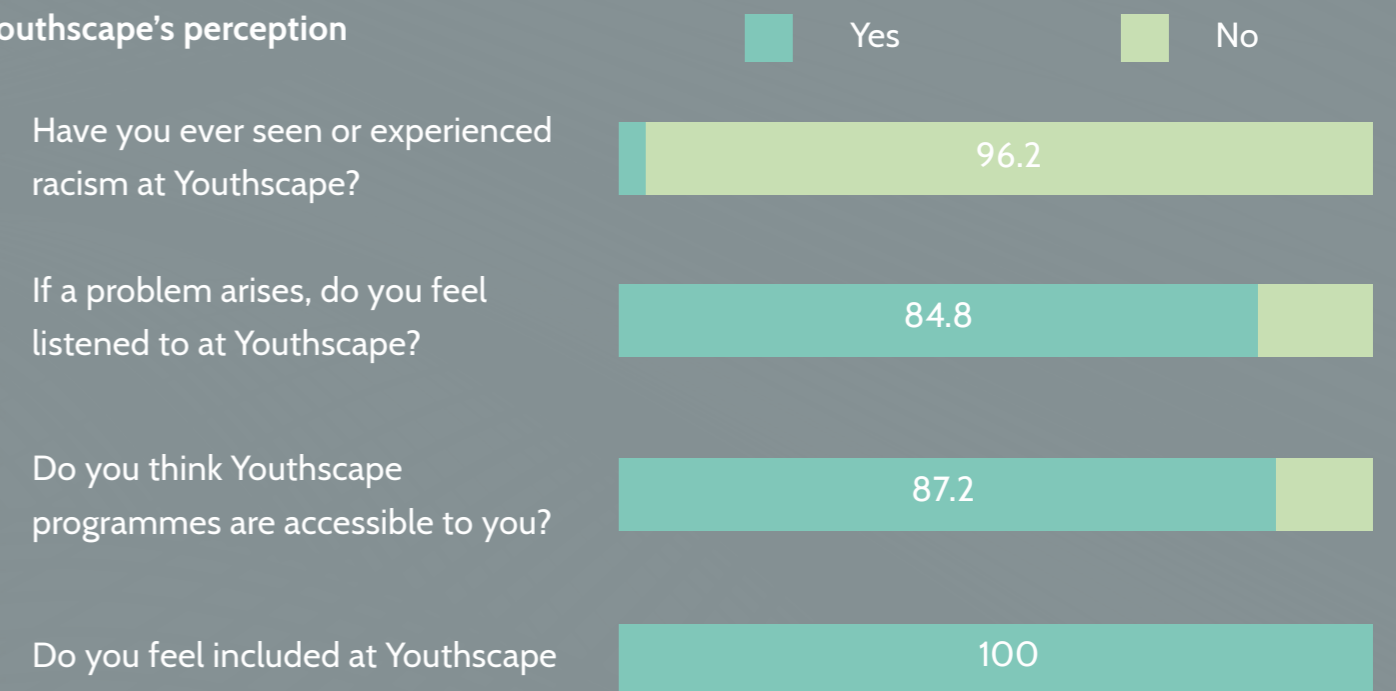
## How do you know Youthscape?



## On a sliding scale, where is Youthscape?



## Youthscape's perception



## Perceptions of Youthscape

When asked to rate Youthscape on a scale of 1 being racist and 10 being anti-racist, young people gave Youthscape an average score of 8.2. When running a statistical analysis (Mann Whitney U) comparing the scores entered by BAME young people with those entered by White young people, no significant difference between the two groups were found.

*"Because we can all be racist without meaning it as that is the way we have been taught but they're good at it"*

*"Because Youthscape is open for all races, not one."*

*"Because at youthscape everyone takes care of each other"*

*"I haven't been but the talks about it made it seem family"*

*"Although from my experience Youthscape is open and accepting of anyone regardless of their background, race or religion, when I have been at youthscape (on both an educational course and after school drop ins) I do not feel that the diversity there reflected that of Luton."*

*"I know you don't discriminate"*

*"Because people are respectful there"*

*"I've always felt welcome by everyone I've met at youthscape, there has generally never been an issue, but as current events have shown everyone can do their part in educating themselves and others of the ongoing fight against racism and youthscape is no exception."*

*"Youthscape accepts everyone no matter who they are and what background they are from. They bring you in with welcoming arms and there is a mix of different cultures. It's so nice getting to speak to others around you."*

*"There is a diversity at drop in and all events youthscape hold"*

*"As long as I've been at Youthscape I have never seen anyone be discriminated against, I think of it as a safe space where anyone can be themselves."*

100% of young people responding to the survey felt included and fairly treated when taking part in Youthscape programmes (unless they hadn't taken part in any programmes, in which case their feedback wasn't negative but expressed a wish to be involved)

*"I don't really go there but when I did there was nothing to complain about as I was treated fairly"*

*"Yes because they don't talk to one race/gender and ignore others but they collectively answer questions."*

*"Yes, even if I myself haven't gone, I know that if I wished to I could go and feel at home."*

*"Yes, in all the projects I had had the opportunity to take part in at youthscape, I've never felt anything less than welcome and I had the chance to engage in conversation with people of all ethnic backgrounds and ages."*

*"I am treated fair and well in youthscape"*

*"Yes, as there is no prejudice when taking part in activities"*

87.2% of young people responding to the survey felt that Youthscape programmes were accessible to them. 12.8% felt that Youthscape programmes weren't accessible to them (particularly due to location).

*"They make it well known"*

*"I feel like Youthscape is for everyone I feel like when you go there you are not judged and you can be yourself, it is a new environment that you can interact with new people from all ethnicities"*

*"Because it is too far away from me."*

*"They are all over social media"*

*"The times it starts, duration and it's pretty far away"*

*"Because I can't attend and COVID reasons"*

*"Because it's free"*

*"Not everyone can get to it"*

*"I've heard about it at school"*

*"I occasionally get involved in youthscape projects along with my college work which I really enjoy, there hasn't been an opportunity they have offered that I felt I missed out on."*

*"I am able to access it on my phone"*

*"Because there's some kind people"*

*"It's local"*

*"Schools are constantly pushing Youthscape and encouraging us to take part in it"*

*"They open a wide range of programs so it can get everyone involved in the things they like and gives you the opportunity to make friends. The team will always let you know if there is a new program going on so there is always an option to be a part of it."*

## Giving young people a voice

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Young people do not currently have a voice in the running of the organisation (previously had Young Leaders and Youth Ambassadors programmes), and BAME young people do not currently have opportunities to share their stories.

84.8% of young people responding to the survey said they felt listened to if a problem arises at Youthscape. 15.2% said 'no' they didn't feel listened to if a problem arises (in comments for this it seemed this was because they hadn't been to Youthscape, rather than anything specifically negative).

*"These people in youthscape are very kind and they listen to people's problems and worries"*

*"I know how to handle by myself"*

*"It doesn't seem like they would turn me away when I've been told that it is a safe space for teens."*

*"I've never been criticised in any way at all in youthscape and overall it's a pretty good place to be."*

*"When I talked to someone they have listened and help me with my problems"*

*"There isn't one youth leader at youthscape that I don't feel comfortable talking to, they're all really friendly and genuinely willing to listen and help."*

*"Youthscape is here to listen to the voices of young people, and that entails people of many colours and races - therefore it's anti-racist as it listens to every type of person"*

*"It is obvious that the workers there really want to be a helping hand wherever needed"*

*"Because when things go wrong it is always sorted out the fair way from my experiences."*

*"Everyone who works there is so supportive and gives the best advice and they never judge."*

## Addressing racism with young people

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• 94% of young people responding to the survey said 'no' to the question 'have you ever experienced racism in your interactions with Youthscape?' 5.1% of young people responding to the survey said 'yes' they had experienced racism in their interactions with Youthscape. Those that said yes explained: 'No I haven't, I pressed yes on accident', 'some people call me a terrorist because I am a Muslim', and 'yes.'

- Two survey responders shared that they had 'seen' racism in their interactions with Youthscape. They said this was 'two people using racial slurs towards each other' and 'I saw some non-Muslims call Muslims terrorists'. One of the respondents identified as Pakistani, and one as White British.
- Funding can impact the work we are able to do, and so we may not have the funds to tackle this topic with young people.
- Staff time and capacity are stretched already.

## Working more intentionally with BAME communities

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- We work with a broad and diverse range of young people from a wide range of different ethnicities and backgrounds both in and outside school.
- We serve Halal meat in drop in, however the food we serve does not generally reflect cultural differences of young people in Luton.
- Being a Christian organisation, and cultural differences, can mean that although we work with many Asian or Muslim young people in school, this doesn't always translate to our community work.
- There can be cultural and faith barriers to Muslim young people attending Youthscape projects, particularly external programmes due to time spent at Mosque and Youthscape being a Christian organisation.

## Education on anti-racism and celebrating diversity

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- Prejudice and oppression of all kinds is something that needs to be talked about with young people, and the more 'normal' having these conversations become, the more likely we are to see young people wanting to do things like stand up for others who are being bullied and oppressed, taking part in marches, writing to their local MPs etc.
- Focus on up-skilling young people to tackle poverty and create a more equal playing field.
- Invest in young people's education in teenage years to avoid inequality later on.
- We do not currently acknowledge or celebrate significant festivals/events of other cultures represented in Luton with the young people.

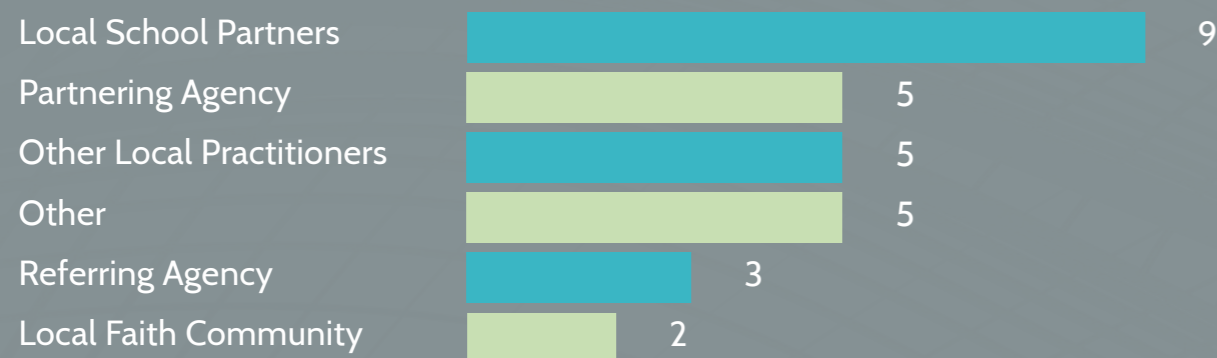


# LOCAL PARTNERS SURVEY

## Survey Participants

- 26 partners engaged with the survey, from five different contexts.
- All survey respondents were aged 35 - 60+, with 40.9% aged 35-44.
- 18 survey respondents were female, 1 didn't say, and 7 were male.
- Contexts included local school partners (40.9%), other (22.7%), other local practitioners (22.7%), partnering agency (22.7%), referring agency (13.6%), and local faith community (9.1%). No funders took part in the survey.
- 72% of survey respondents were from Luton, 20% in Wider Bedfordshire, and 8% outside of Bedfordshire.
- Six different ethnic groups were represented in the survey.
- Ethnic groups included White British (63.6%), Pakistani (9.1%), White Irish (1.3%), White Other (7.6%), Indian (4.5%), and Other Mixed Ethnicity (4.5%).
- No survey respondents were Black.
- 69.6% described themselves as Christian, 17.4% had no religion, 8.7% were Muslim, 4.3% said other (Catholic).
- Roles of survey responders included Science Teacher, Wellbeing Mentor, Senior Vice Principle, Head of Year, Year 11 Pastoral Lead, Roma Education Champion, CEO, Deputy Headteacher, Safeguarding Lead, Development Manager, Youth Worker, Director, GHM Manager, Chaplain, Teacher, Intern, Conflict Resolution Coordinator, Head of Department, Team Manager.

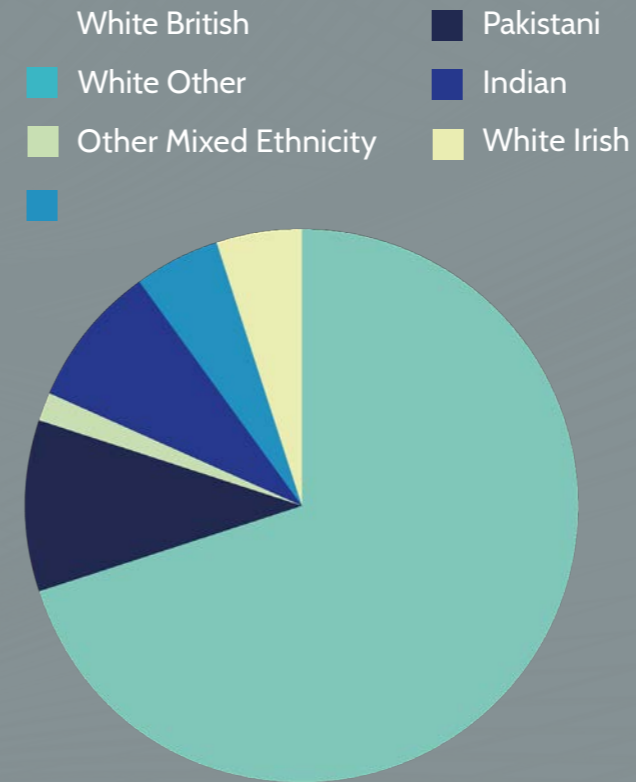
### How do you interact with Youthscape?\*



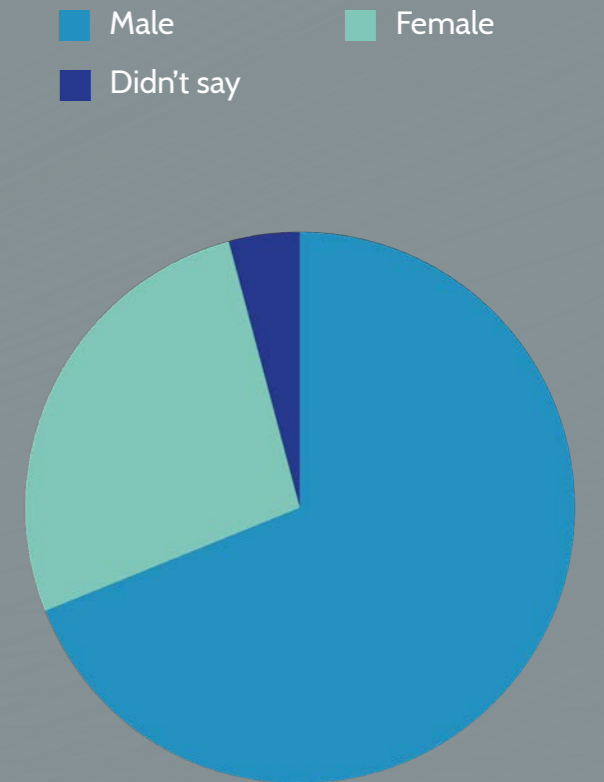
\*Note that the participants could select multiple answers here

## Local Partners Survey Results

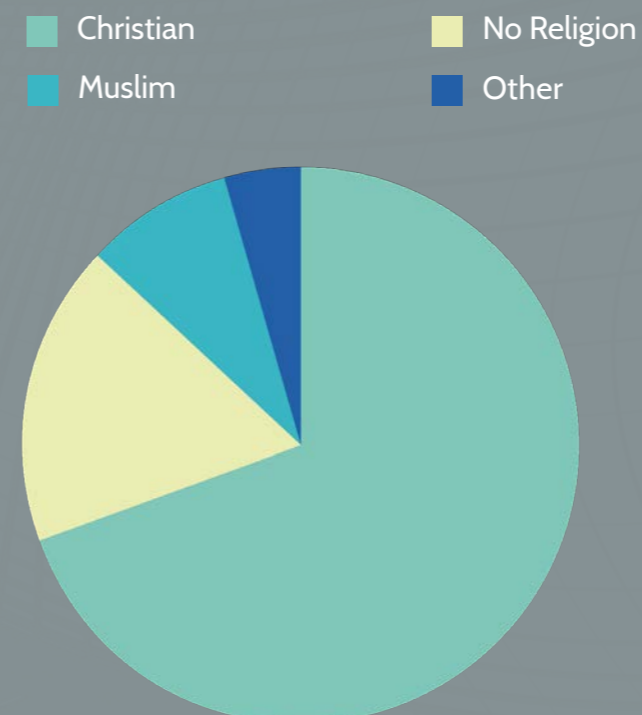
### PARTICIPANT ETHNICITIES



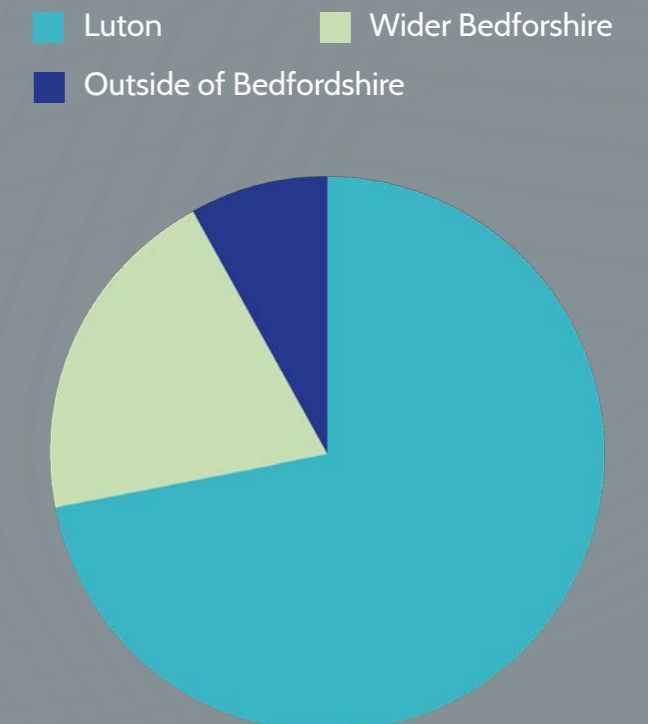
### PARTICIPANT GENDER



### PARTICIPANT RELIGION

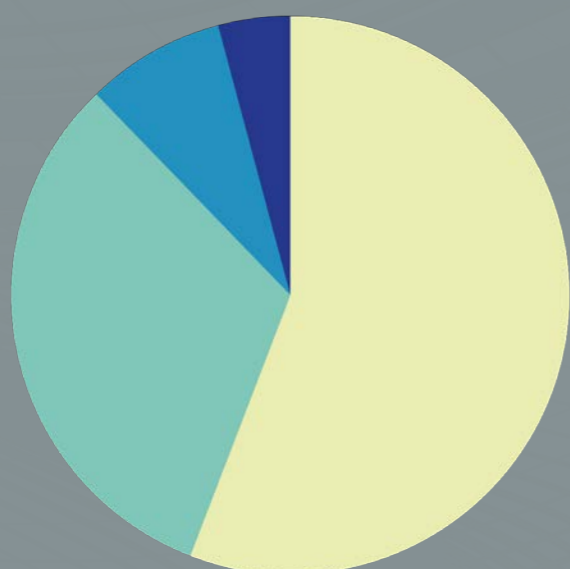


### PARTICIPANT LOCATION



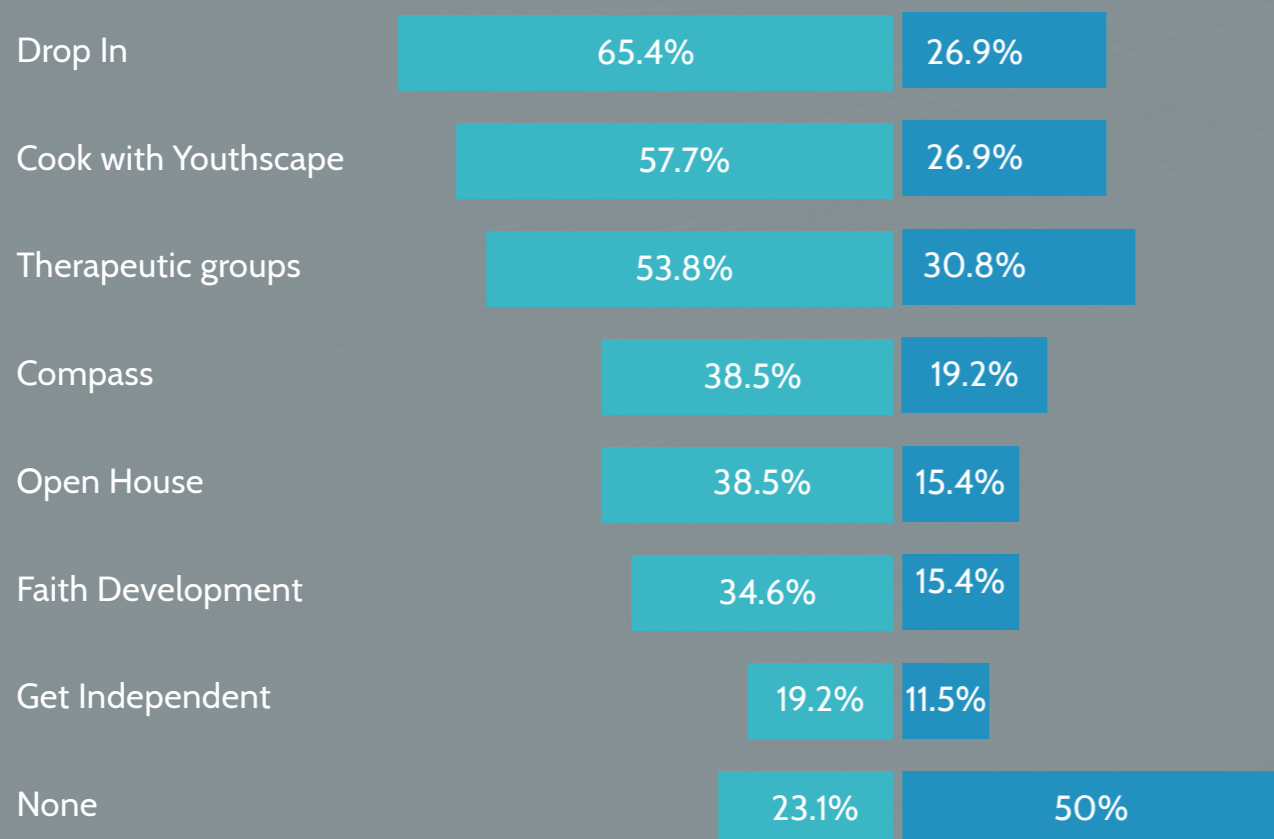
### PARTICIPANT ENGAGEMENT WITH YOUTHSCAPE

- Multiple aspects of our work
- One aspect of our work
- Haven't heard of us
- No engagement



### What programmes have you heard of and engaged with at Youthscape?

- Heard of
- Engaged with



## Perceptions of Youthscape

When asked about Youthscape's engagement with young people, the survey respondents said:

*"You seem to be very good at what you do. You seem to engage with young people others find more difficult to reach. I can't really comment on diversity or racial inclusion when it comes to young people as I don't know the demographic of young people you work with."*

*"Youthscape workers are non-judgemental and are always seeking to service young people and those that are also working with the young people. They build excellent relationships as they start with the child where they are with full acceptance."*

*"You engage well with young people in the programmes that I've seen, such as Open House, and I was impressed by what the young people shared when I came to report evening of Open House. I've referred a few Roma young people to come to Drop In and Open House and 1 came on a camp a year or so ago. They enjoyed it when they came, but am not sure how they've been followed up with. I'm still not sure how you engage with young people on the margins such as Roma. Roma young people should be included in BAME, but it often seems to get overlooked by the B and the A because they are often seen to identify as Romanian, or white other."*

*"Youthscape have always been an innovative diverse team that are easy to work with, inclusive of everyone and have a vast range of skills and relevant knowledge regarding young people"*

*"I have not had enough engagement to have an in-depth understanding. However I am aware that your work is around Christian ethos mainly and appears to be of a closed mindset"*

*"The Thrive resources showed a diverse range of young people"*

*"I have experienced dedication, empathy, good mental health knowledge"*

*"Positive, engaging, calm, supportive"*

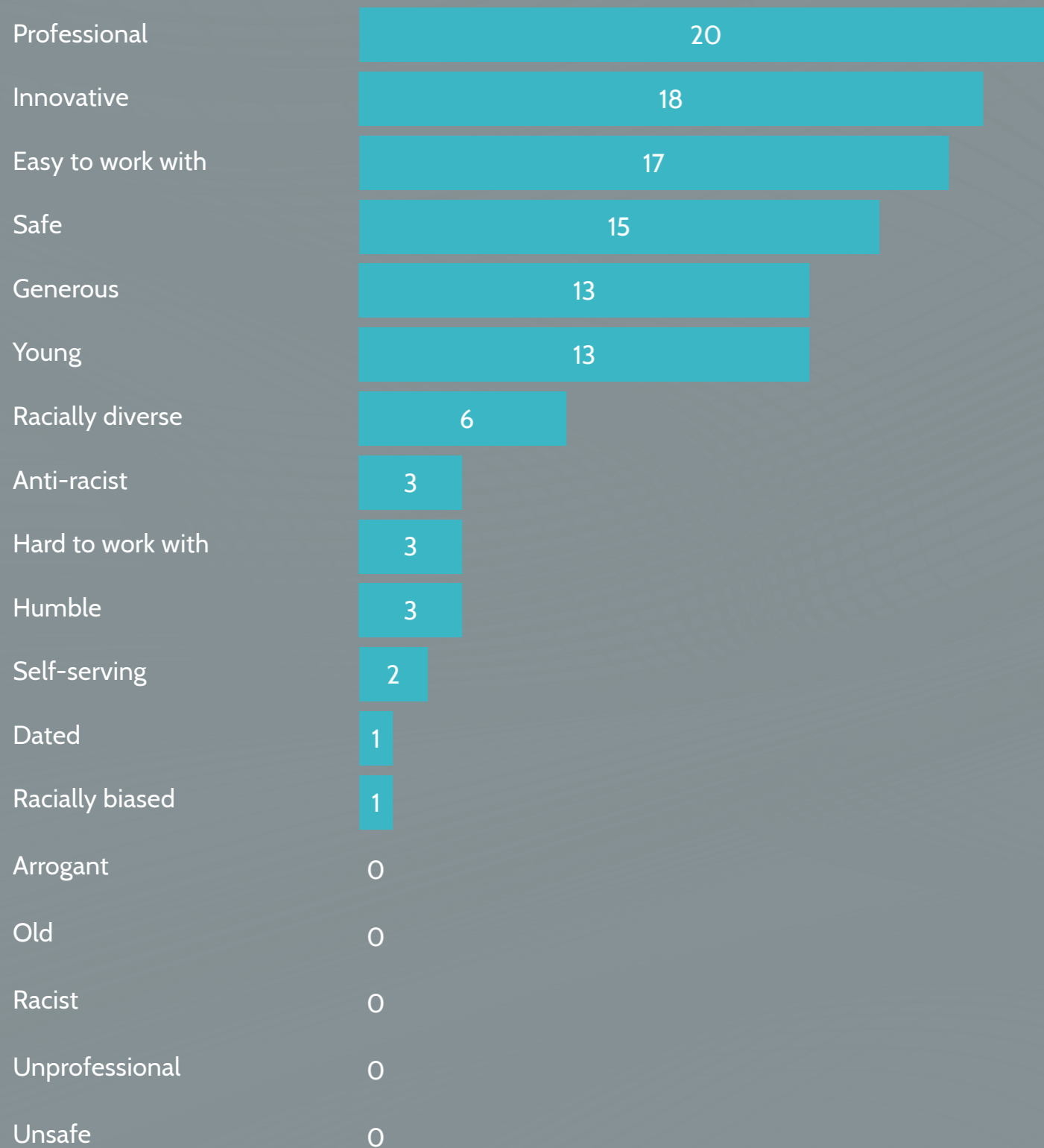
*"Work when done with consultation has been effective and inclusive"*

*"I have only seen the resources but they seem very broad and easy to engage with; you appear to care a lot about the young people you'll come into contact with"*

*"The young people from our school who have engaged with programmes that you have run have all reported that they found sessions helpful, engaging and supportive"*

## What words would you use to describe Youthscape?

Participants could select multiple answers



When asked about Youthscape's engagement with local partners, the survey respondents said:

*"Youthscape create a great sense of community spirit with local partners and really inspire everyone to collaborate for the good of young people"*

*"It appears to be focussed mainly around the Christian community but also some schools and community based partners"*

*"Work well, listen to needs of schools and ask for input"*

*"I've heard good things about you when I've been in school. I think that it's been good when we've referred young people to you, however as a small charity we don't always hear so much from you. I would like us to be able to partner more with you in projects rather than just refer young people to you."*

*"Engagement with partners of all backgrounds"*

*"Again Youthscape have a servant attitude and bend over backwards to meet schools' needs. They always work with the school and don't just do their own thing regardless. They are always open to new ideas and want to know where the gaps in provision are."*

*"Supportive, kind, informative, well meaning, Helpful"*

*"I have witnessed exceptional relationships between Youthscape staff and local partners."*

*"You listen and are open to change."*

*"You love us and value our thoughts and opinions"*

*"Complete professionalism"*

*"You provide excellent training sessions"*

## Partners engagement with Youthscape's programmes

- 56% of survey respondents had engaged with multiple aspects of Youthscape's work, 32% had engaged with one aspect, 8% hadn't heard of Youthscape, and 4% had heard of Youthscape but didn't engage.
- A few people explained their engagement - 'Residents often participate in projects', 'I have attended the sessions where we trial Essentials resources', 'I have been to a training course for mental health teaching and now use your resources'
- 50% of partners were happy with their current level of partnership with Youthscape.
- 23.1% of partners hadn't heard about any of Youthscape's described programmes and 50% of survey respondents hadn't engaged with any of them.

- Drop In was the project the largest number of partners had heard of (65.4% of survey respondents had heard of Drop In, and 26.9% had engaged with it).

### Partnering with BAME groups, the Muslim community and other faith or cultural groups

- Tend to support and work alongside a heavily white middle-class group of partners, despite Luton being very diverse, with a large Muslim population.
- 1 survey responder had concerns about Youthscape’s religious bias.
- 1 survey responder was concerned about Youthscape’s racial bias.

*“You are not seen as actively partnering with youth providers that do not have a Christian / Church connection. I am not aware of your work with any BAME groups, so can’t comment on that.”*

*“Question: to what extent does your predominantly white Christian identity prevent you from engaging with young people who are affected by racism, either as recipients of or as those who are developing racist attitudes? What do young people need in order to be confident to challenge racism effectively when they see it?”*

*“You are an organisation that runs projects that people can come on board with and you equip and support them as they do so; you are less of an organisation (at least locally) whom groups can approach with their idea and where you help them achieve their projects. This can make you feel somewhat unapproachable, especially for groups who have a different focus and culture to yours. You are seen as having your agenda and methods and so groups who don’t quite fit your format find it more difficult to connect with you with what they are pushing into.”*

- Steps were made to engage e.g. ‘We Are Luton’ response partnership during COVID-19.
- It’s worth noting that the few Muslims that responded did have issues with our religious and cultural bias. Religious bias seemed to be a larger issue than racial bias.

### Partnerships with local Secondary Schools, the Police, Luton Borough Council, Social Services

Youthscape generally works with a much more diverse group of young people through school work. Good relationships with Luton secondary schools are reflected in the survey feedback.

# CHURCH LEADER AND YOUTH WORKER SURVEY

## Survey Participants

- 44 people responded to the church leader and youth worker survey: 65.9% were youth leaders, 22.7% were church leaders 11.4% were others (author, charity worker, schools workers, small groups facilitator).

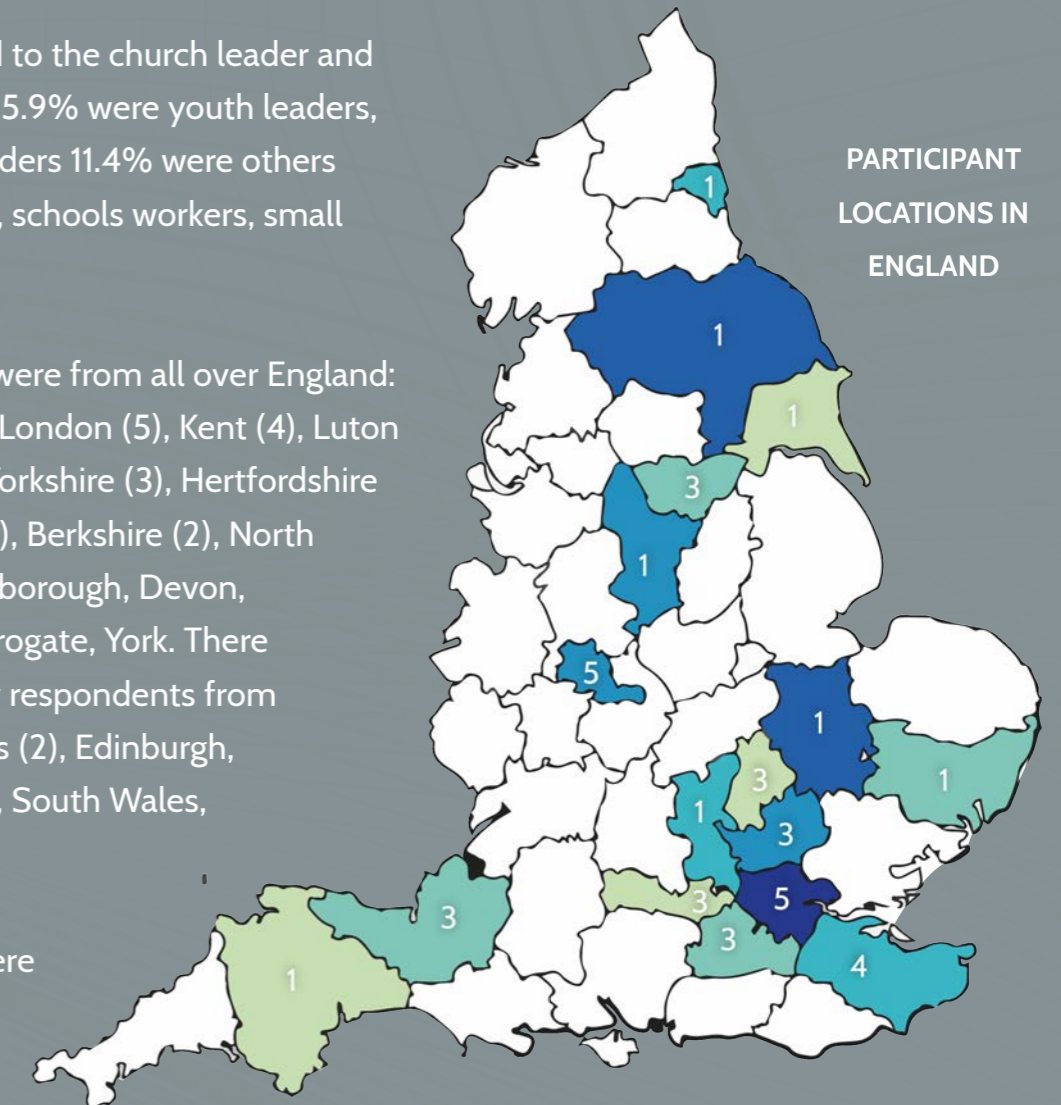
- Survey respondents were from all over England: based in Midlands (5), London (5), Kent (4), Luton (3), Surrey (3), South Yorkshire (3), Hertfordshire (3), Bath (2), Suffolk (2), Berkshire (2), North West, Aylesbury, Peterborough, Devon, Newcastle, Derby, Harrogate, York. There were also some survey respondents from outside England: Wales (2), Edinburgh, Scotland, Netherlands, South Wales, Belgium.

- Five ethnic groups were represented. White British (86.4%), White Other (6.8%), Asian and White (2.3%), Black Caribbean and White (2.3%), White Eastern European (2.3%)

- Of the 44 survey respondents, 36.3% were aged 25-34, 31.7% were aged 35-44, 22% were aged 45-59, 7.3% were aged 18-24 and 2.4% were aged 60+ (2.4%).

- 26 out of 44 were female, and 18 were male.

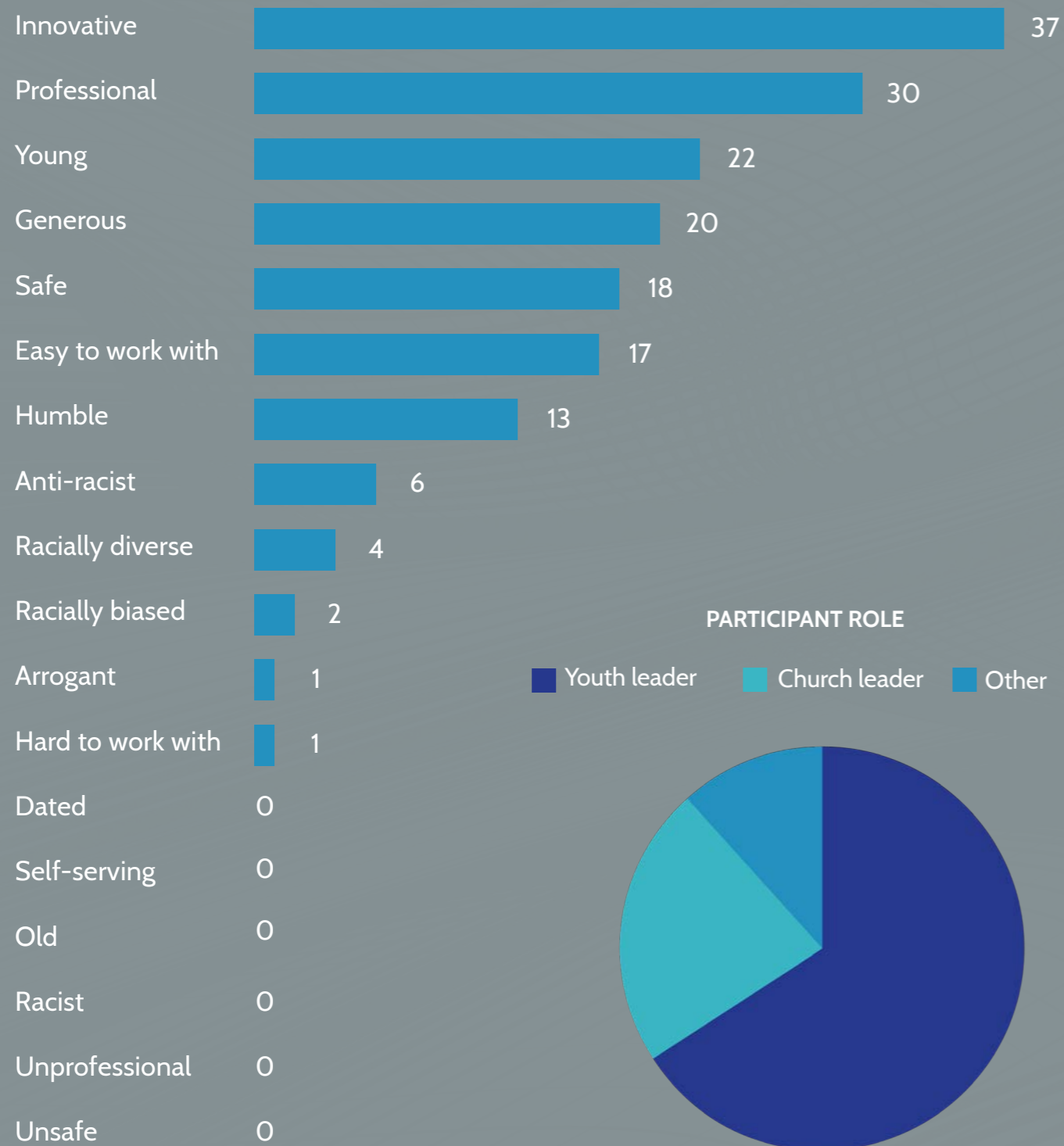
- The different denominations represented were: Church of England (12), Baptist (8), Non denominational (7), Anglican (5), Methodist (2), Christian, Free Church, Vineyard, Church of the Nazarene, New Frontiers, Independent, Charismatic/Evangelical, Pentecostal, Salvation Army.



• 69% had engaged with multiple aspects of Youthscape's work. 21.4% had engaged with one aspect of Youthscape's work. 4.8% had not heard of Youthscape, 2.4% had heard of Youthscape but didn't know anything about us. 2.4% had heard of Youthscape but do not engage.

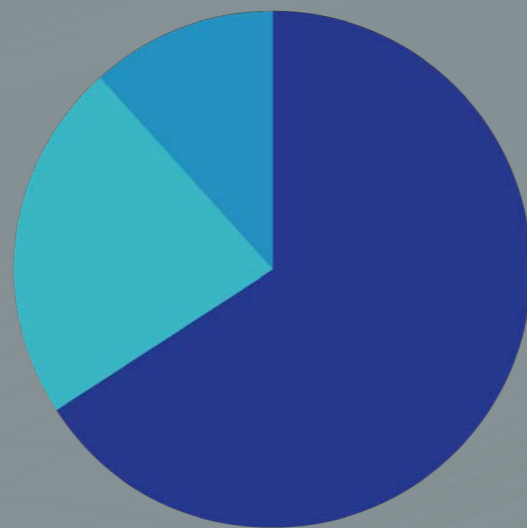
### What words would you use to describe Youthscape?

Participants could select multiple answers



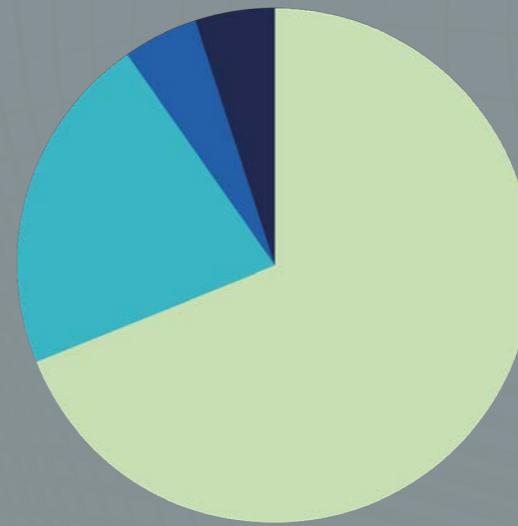
### PARTICIPANT ROLE

■ Youth leader ■ Church leader ■ Other



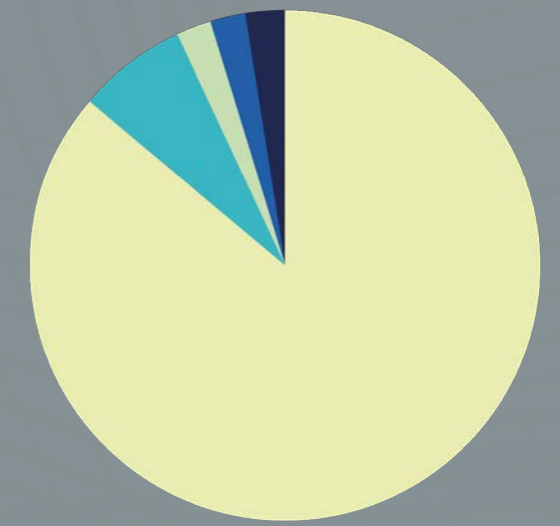
### PARTICIPANT ENGAGEMENT

■ Multiple aspects of our work  
 ■ One aspect of our work  
 ■ Haven't heard of us  
 ■ No engagement



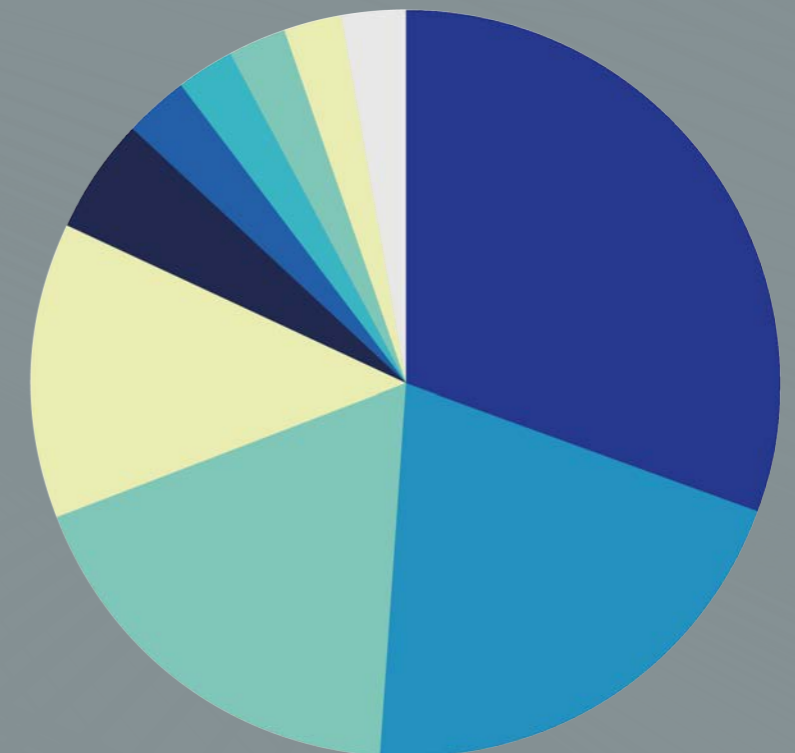
### PARTICIPANT ETHNICITY

■ White British ■ White Other  
 ■ Asian and White ■ Black Caribbean and White  
 ■ White Eastern European



### PARTICIPANT DENOMINATION

■ Anglican ■ Baptist ■ Non-denominational  
 ■ Other ■ Methodist ■ Vineyard  
 ■ Pentecostal ■ New Frontiers  
 ■ Salvation Army ■ Church of the Nazarene



## Overview of delegates attending events

- Delegates are aware that Youthscape is committed to doing better.
- Attendees coming to events are mainly White.
- Exhibiting at new events could be helpful in introducing new people to Youthscape, which could feed into job applicants etc too.

## Speakers and up front representation

- At the last NYMW, around 1/4 of all Youthscape's speakers across the event, including on the main stage, were Black or Brown. 13/50 speakers in 2019.
- Need to continue to turn from intention to actuality in conferences.
- A lot of the time, where Youthscape asks Black people to speak, they are still being asked to speak about race issues.
- Networks are limited and so Youthscape tends to ask the same people over and over again. There are so many more people who can speak, we just need to find them.
- Youthscape has little reach into majority-black churches.

*"Key decision makers are all white. On stage hosting white."*

*"Racial diversity appears low across the team, especially front facing."*

*"I don't think it is intentional, but Micah Bourne called it out at NYMW a few years ago, and the events/ core leadership team doesn't seem very diverse."*

*"Youthscape team members speak at other events when they get invited. Whether they accept depends on timing / availability / expertise / relevance."*

*"Previous conferences have had less diversity. I know you are working on it though."*

*"I hadn't really noticed at the time but in hindsight most of the NYMW speakers and contributors are white and also middle class. It'd be great to have more contributors from different cultural and ethnic backgrounds."*

*"Hear from people you don't often hear from. Be ready for criticism which can feel hard and personal; try not to be defensive; be open to change; be open to getting things wrong and admitting it."*

## Cultural barriers to attending events

- Camping can be a barrier, and can result in exclusion of certain groups (e.g. Black delegates) if it's the only option for accommodation.

*"Event theology represents bias towards white majority churches, as does worship style and content."*

*"Great to already hear that aspiration and your description of a journey. The previous question coupled racism with racial bias so was hard to answer. I wonder whether it would be more helpful to create dialogue around unconscious biases that people may have witnessed or observed as I read this question more as overt or intentional bias? Example: I have recently been doing some work aimed at us also becoming anti-racist and one of our previous team members talked about our prayer and worship culture. She actually referenced one of the NYMW events where I think Gas Street & Andy Flan were leading worship. She described being a black woman in an auditorium of almost exclusively white people and not knowing any of the songs. We are definitely guilty of this!"*

## Exhibits overview

- Youthscape takes part in the following exhibitions on an annual basis: CRE (generally teachers), Soul Survivor, Spring Harvest, London School of Theology, Prayer Spaces in Schools.

## Financial viability of events, exhibits and training

- Youthscape currently goes where it's financially viable to exhibit, and where it yields sales. Working on a more relational model. E.g. new audiences regardless of money.

*"What does it look like to move beyond tokenism? What does it pursuing racial diversity, sharing of power look like practically? What is the perceived cost of change? How much resource will really be able to go towards it? Otherwise it feels like virtual signalling but lacks substance."*

## Resources and Research

### Resources development and target market, and research process

- If only working in certain areas or with certain people, Youthscape is likely to miss things. E.g. is what we pick up only going to be affecting white middle class young people and youth workers?
- Perhaps lack of intentionality. Resources are pitched with everyone. Who is everyone? Are there people who would be excluded?
- How might own presence hinder or enable honest discussions? Affects what questions we ask, how we interpret findings.

*"#isitok resources only includes photos of white body shapes"*

*"As a white British female, I have to assume that I am biased and will therefore miss any racial bias within Youthscape resources."*

### Funding and financial viability

- Youthscape relies on commissions and people paying us. This really influences what we research and what we can do. E.g. it might end up being white middle class people who commission us.

## Public Communications

### Publicity and marketing of resources, events, training, job adverts etc

- Often Martin Saunders or Rachel Gardner tend to speak on camera, rather than a more diverse public voice.
- Youthscape's network is limited in terms of diversity, and doesn't reach black churches.
- Communications are quite white in style. Different marketing approaches might appeal to different cultures.
- Tokenism in our marketing and publicity can be a stumbling block.
- Currently no process to check what's going out publicly.
- To publicise events, resources and training, Youthscape sends a direct mail to all secondary

schools in the country, youth and children's work magazine.

- Teach Secondary marketing often leads into regional training opportunities. Venues will then market our training in their locality.

### Social media, website and reach

- Youthscape has a strong social media presence, blogs etc, and has a good platform to disseminate information from.
- This platform does however seem to attract a similar group of people.
- Youthscape is well connected, with lots of followers.
- Youthscape's youth social media attracts a diverse group of young people.

## Policies, Internal Documents and Monitoring

### Equal Opportunities and Diversity Policy / Code of Conduct / Staff Handbook / Safeguarding Policy

- Need to rework the policy. Change the word colour / racial origin. Race or ethnicity would cover both of these. Change ethnic minorities as it's an outdated term - sounds secondary to being white. Could replace it with BAME. Although this does also have its limitations.
- Safeguarding Lead and Project Leads monitor any issues.

### Writing, implementation and monitoring of policies

- Responsibility lies with the Senior Leadership Team.
- HR probably ends up writing most of the policies.
- Ensure policies and practices protect those most vulnerable to racism.
- Everyone is responsible for implementing policies.

# F. KEY RESEARCH CONCLUSIONS

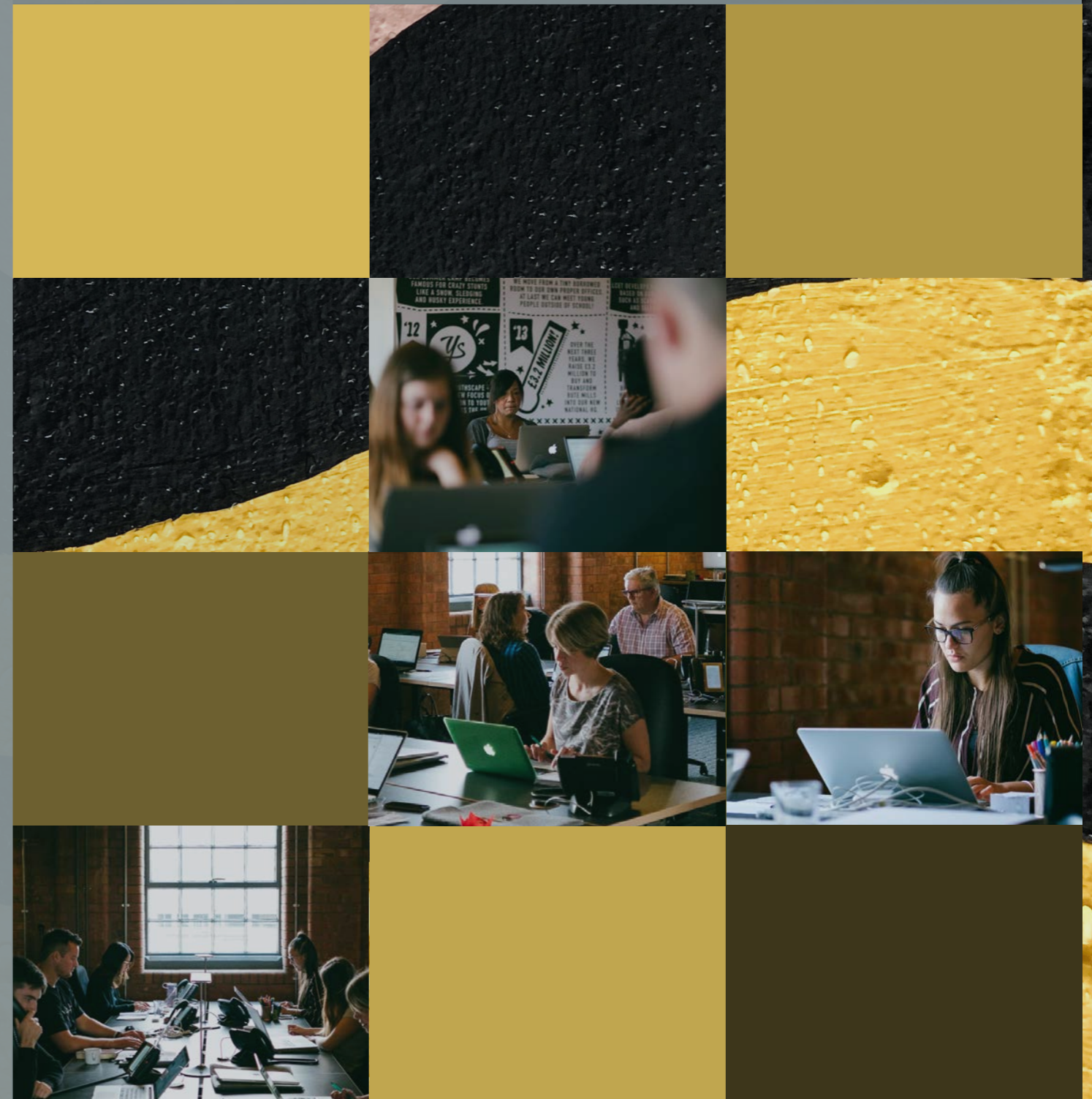
- The Youthscape team as a whole do not believe that the organisation is racist, but they also do not believe that it is specifically anti-racist.
- 85.7% of the team have had no anti-racism training.
- Youthscape's social media and email networks are White dominant (despite reaching nationally and internationally). Although locations all over the UK and even abroad were represented in the church leaders and youth workers survey feedback, an overwhelming majority of these were White British, White Other or White Eastern European (94.5%)
- Youthscape lacks opportunities for professional development and career progression in general (not just related to BAME groups). Half the team felt like they did not know about or have access to role development.
- Youthscape is not considered to be inactive, but rather to be proactive and reactive by the team. In the area of anti-racism Youthscape is thought to be more reactive.
- The vast majority of Youthscape staff feel valued (where team members didn't, this wasn't linked to racism).
- There is a lack of diversity in terms of gender, race and skill set within Youthscape's Board of Trustees.
- How and where Youthscape advertise jobs is considered to be key in reaching wider and more diverse networks.
- Youthscape has a positive reputation regarding anti-racism, particularly amongst young people.
- Most young people engage with Youthscape through school, drop in and social media.
- The young people Youthscape work with are a very ethnically diverse group, which is reflective of the area in which the organisation is based.
- Youthscape has a positive reputation regarding anti-racism amongst young



people particularly. They describe Youthscape using words like ‘welcoming’, ‘family’, ‘respectful’ and ‘inclusive’.

- 94% of young people responding to the survey had never experienced racism in their interactions with Youthscape.
- 100% of young people responding to the survey felt included and fairly treated when taking part in Youthscape programmes.
- 87.2% of young people responding to the survey felt like Youthscape is accessible to them.
- No partners responding to the survey were Black, although six ethnic groups were represented.
- Good relationships with Luton secondary schools were reflected in the positive feedback from school partners responding to the survey. Feedback from other faith groups (Muslim community) was less positive.
- Religious bias seemed to be a larger issue than racial bias according to survey feedback from partners. Where exclusivity was mentioned, it was linked to cultural, theological and faith differences, and Youthscape having an agenda.
- Church leaders and youth workers were the only group to indicate that there was an issue with racism or racial bias within Youthscape’s resources, events or interactions, with 15% of survey respondents saying yes.
- Youthscape generally has a good reputation with partners, church leaders and youth workers, being described mostly as ‘professional’, ‘innovative’, ‘generous’, ‘safe’, ‘young’ and ‘easy to work with’.
- Youthscape’s network on social media and email is very White. Although locations all over the UK and even abroad were represented in the church leaders and youth workers survey feedback, an overwhelming majority of these were White British, White Other or White Eastern European (94.5%)
- Church leaders and youth workers have expressed concern over the lack of diversity in up front representation at events, despite acknowledgement that Youthscape is trying to get better at this.

- The majority of Youthscape events attendees are also White.
- Feedback indicates that event theology represents bias towards White majority churches, as does worship style, prayer and content.
- Youthscape doesn’t currently have a cohesive strategy for creating and disseminating public content, or making it appropriate to different cultural groups.
- Youthscape needs to re-work its Equal Opportunities and Diversity Policy to ensure it’s relevant.



# G. RECOMMENDATIONS GOING FORWARD

Collating information from the opportunities section of the SWOT analysis, group meetings, and research gathered from internal and external voices, this is what the ARAG working group recommends is put in place to ensure Youthscape continues to become an anti-racist organisation.

The areas of particular priority are in bold.

## Goals

## Methods

### YOUTHSCAPE TEAM

Build a more diverse and representative Board of Trustees and Youthscape team.

**Agree a date by which a percentage of the Board of Trustees will be non-White (as well as more diverse in terms of gender and skill set).**

**Agree a date by which a percentage of the Youthscape team will be non-White.**

Broaden Youthscape's network to advertise job roles, and ensure communications are relevant and accessible for BAME groups.

**Broaden Youthscape's network by taking part in new events / exhibitions / training opportunities, prioritising those which are attended by BAME-majority churches or delegates. (As part of this, seek out opportunities to speak at BAME events, rather than simply speaking when invited).**

Make application forms blind, and capture where applicants have found the job advert.

Invest financially in new networks to advertise job roles.

**Ensure job adverts are culturally relevant and accessible for BAME groups in terms of content and graphics (see 'public communication' section).**

Commit to instituting an ongoing programme of training around anti-racism and diversity.

**All team members to attend training in anti-racism and anti-bias on an annual basis. This should be led or spoken into by BAME people/organisations.**

Provide periodic teaching on colonisation of faith or practices, as well as teaching on Black theology (within

Chapel?). Actively seek to learn from those outside of Youthscape's current network to avoid 'echo chambers'.

Facilitate regular spaces to listen and learn from BAME groups in a way that is (a) informative and empathetic (i.e doesn't alienate those needing to be informed), and (b) doesn't add a burden on BAME individuals to represent all BAME people.

Provide opportunity for the team to learn from each other through a monthly book club (or similar).

Provide professional development and career progression opportunities for BAME staff members.

Create a professional development plan for BAME team members to progress, by working this into annual KPIs for SLT to implement.

Prioritise regular, monthly line management meetings, with opportunities to feedback.

Provide regular, monthly training on different topics that all Youthscape team members can sign up to, to up-skill employees and volunteers in a wide range of areas.

Work more intentionally with young people from different ethnicities, celebrating differences and promoting unity.

Acknowledge and celebrate significant festivals/events of different cultures represented in Luton with young people. E.g. Social Media campaigns around Black History Month, Jamaican Independence etc.

Celebrate differences and recognise achievements of BAME young people on Social Media.

Start detached and community work in areas like Bury Park, and other areas in Luton where BAME young people reside in order to engage further with young people in these communities.

Serve more culturally diverse meals for drop-in dinners, and include young people in helping to cook and prepare these.

## PARTNERSHIP WORK

Partner more intentionally with BAME groups, including the Muslim community in Luton and other faith or cultural groups.

**Actively partner with BAME leaders and organisations, particularly those from different faiths and cultures - for programmes, events, resources, training etc.**

When partnering with BAME leaders/organisations, seek supportive roles as well as leadership ones, to amplify voices other than Youthscape.

Partner with other local organisations to develop/deliver an anti-racism resource for young people in secondary schools and the community (see 'resources and research' section).

## EVENTS, EXHIBITIONS AND TRAINING

Diversify delegates attending events, training and exhibitions by broadening Youthscape's network and removing cultural barriers.

**Broaden Youthscape's network by taking part in new events / exhibitions / training opportunities, prioritising those which are attended by BAME-majority churches or delegates.**

Build events which welcome Black and Brown delegates as much as White delegates by removing cultural barriers. E.g. Provide alternative accommodation to camping or enable those who don't have access to equipment to hire cheaply or for free.

## YOUNG PEOPLE

Give young people a voice within Youthscape, to inform anti-racist understanding and practices.

**Give BAME young people a 'voice' in the running of the organisation, working alongside a diverse and representative group of Luton young people to form a 'BAME Advisory Group' or similar.**

Use youth facing social media account(s) as a platform for race education and positive discussion on a monthly basis, and involve young people in this.

Actively address racism with young people through resources / policies.

**Develop a flagship anti-racism resource to educate young people about racism. E.g. anti-bias training for young people, history/identity talks, celebrations of culture throughout the year.**

**Continue to implement a zero tolerance policy on racism whilst working with young people.**

Develop content, worship and prayer styles that appeal to groups outside of White majority churches as well, at events like NYMW. Seek advice from BAME people/churches to do this well.

Diversify speakers and up front representation.

Continue to seek out new BAME speakers by building relationships with majority-Black churches and more diverse churches.

**Agree a date by which a percentage of upfront representation at key Youthscape events will be non-White.** (Ask Black people to speak about a variety of issues, not just race issues).

On a regular basis, include Podcast guests who are more diverse, from grass roots, unknown organisations as well as well-known people and organisations that are within the current Youthscape network.

Address financial viability of events, exhibits and training

Seek out new networks and opportunities to speak and exhibit, regardless of whether it's profitable (value relationship over profitability).

## RESOURCES AND RESEARCH

Develop new resources and research to address racism.

**Form a BAME Advisory Group for anti-racism practice, to inform research and resources.**

**Develop an anti-racism resource to educate young people about racism. E.g. anti-bias training for young people, history/identity talks, celebrations of culture throughout the year.**

Develop an anti-racism resource to educate youth workers and church leaders about racism and address anti-bias, for national use.

Address funding gaps

Prioritise applying to funders for anti-racism funding for research and resources (set own agenda for resources and research, based on needs rather than commissions and financial viability).

## PUBLIC COMMUNICATION

Diversify publicity and marketing of resources, events, training, job adverts etc

Create a diverse group of 'Youthscape Ambassadors' to support Youthscape's public facing communications.

**Develop communications and job adverts that are diverse and culturally relevant, to encourage a range of applicants and delegates (Seek advice from BAME people/churches to learn what will culturally engage different groups).**

Develop a cohesive strategy for creating and disseminating public content

Develop a cohesive strategy for creating/disseminating public content to a broader BAME network.

**Create a clear statement on anti-racism and Youthscape's commitment to being an anti-racist organisation to go on the website, which we're prepared to be held to.**

## POLICIES, INTERNAL DOCS AND MONITORING

Develop, implement and monitor Equal Opportunities and Diversity Policy, Code of Conduct, Safeguarding Policy

**Liaise with BAME Advisory Group to inform Youthscape's policies and practices.**

**Rework Youthscape's Equal Opportunities and Diversity Policy.** (Change the word 'colour / racial origin'. Race or ethnicity would cover both of these. Change 'ethnic minorities' as it's an outdated term and sounds secondary to being White. BAME would work, but has limitations too)

Develop a Youthscape Code of Conduct and culture that has a zero tolerance approach towards racism and racist attitudes not just for staff but all those that engage with Youthscape, including attendees at conferences.

SLT to continue to monitor the implementation of Youthscape policies in regard to anti-racism. Entire team should be fully trained and updated on policies to ensure awareness at all levels.

# H. NEXT STEPS

## NEXT STEPS

1. SLT and Board of Trustees to review ARAG report data and communicate this with the wider Youthscape team where necessary.
2. SLT to decide on immediate priorities from recommendations going forward and a timeline to achieve goals.
3. SLT to appoint team members and assign tasks to implement recommendations going forward.
4. Set a date to review progress in July 2021.

## *Final Note*

The Anti-Racism Action Group has greatly enjoyed doing this research over the last six months. Youthscape is often known for leading the way, and what better way to be leading than towards a more equal, fair, inclusive and diverse team and way of operating, which really values learning from and celebrating different groups. We look forward to seeing some of these recommendations implemented, in the hope that when people want to see what anti-racism looks like, they will use Youthscape as an example.

Gry Apeland, Natalie Evans, Lucy Greenland, Gemma Milligan, Martin Saunders and David Walford.

# I. APPENDIX

## I-1 SWOT ANALYSIS

Identifying the strengths (S), weaknesses (W), opportunities (O) and threats (T) of different areas the group wanted to discuss. We have initialled who articulated each point to the group.

### TEAM / VOLUNTEERS

Diversity in trustees and senior leadership team

Openness to diversity/commitment to being anti-racist. LG.

Nenadi Adamu is a Black board member, in Health and Social Care at University of Bedfordshire. LG.

Entire Leadership Team, and the majority of the Trustees (bar one) are White British. There are also very few BAME team members. GM

More diversity needed in trustees and SLT - and women - particularly in future recruitment. Needs to reflect policy better. NE

Team is working in schools with many Asian young people, but we have no Asian staff members. LG.

Opportunity to recruit a more diverse team, that can speak into and influence different areas of our work. LG.

The type of work that we do is fairly niche, and so the lack of diversity in the team may reflect the lack of diversity in Christian youth work in general. But that doesn't mean we can't do more to try and increase the diversity of our team and create opportunities for all team members to progress professionally within YS. GM

Local team / volunteers

We have a diverse team of volunteers face-to-face with YP. LG.

Local team is more reflective of Luton. DW.

S

W

O

T

S

75% of staff on wider team are White British. DW.

In some organisations, black volunteers can be made use of as volunteers, but the case is different when it comes to work. MS.

W

Having youth workers that reflect the young people we're working with is vital. NE.

O

Line management, professional development, training and promotion

All team members to attend training in anti-racism on a regular basis would be a great start for the team. NE.

Think a little more about when someone is coming in to do training, who it is and what that means. NE.

O

Provide opportunities for staff to feedback on how the team feel at work, whether they feel like they belong and are able to speak into the organisation. Also opportunities for people to progress and to feel empowered. LG.

Recruitment, advertising, relevance and accessibility

How and where we advertise jobs is key. Strong desire for us to have a much more diverse staff team and board, but for different reasons these things haven't happened. Think about our network, where investment is, where we're spending money on advertising. MS.

We need key goals that we're working towards. NE.

Avoid tokenism (people should be recruited and promoted based upon their abilities), but ensure there are equal opportunities for those from all backgrounds and ethnicities to progress. GM

Capture where people find the roles. DW.

New events to try and exhibit, to introduce people to Youthscape. DW.

O

W

Youth workers look for jobs at specific times - April onwards. DW.

Tokenism. NE

Aren't operating in the right networks to attract new/diverse team members. LG.

Expense involved in advertising. DW.

Don't get many people applying for the roles in general. Why? DW.

T

## YOUNG PEOPLE

Giving young people a voice / addressing racism with young people

Work with a broad and diverse range of young people. GM.

Work with young people from a wide range of different ethnicities and backgrounds both in and outside school GM

We had a Young Leaders programme and youth ambassadors in the past, and so could easily recreate opportunities to hear young people's voices on different matters that affect them, including racism GM

We do a lot of work with young people around mental and emotional health, so have the scope to bring in work around how racism might have an impact upon this GM

The team do not really reflect the young people that we work with - Luton is very ethnically diverse and although the local team is the most diverse team, we do not have any Asian staff members and the majority of the team are White GM

Young people do not have a voice in the running of the organisation GM

S

W

This is the area closest to my heart, as I have become very aware over the past couple of weeks that many of the young people we are working with on the ground in Luton probably are carrying stories of how racism has affected their lives, which we don't even know about. I passionately believe that young people need to have more of a voice within Youthscape, and young people for whom racism is an issue could even play a significant role in this action group. GM

Finding and elevating stories of young people combatting and speaking out against racism and to advocate for the voice of the youth to be heard, including diverse representation. RM

Give all young people more of a voice in the organisation and even in this group GM

Develop projects and opportunities to educate young people about racism, talk to them about their experiences, and empower them to challenge systemic racism both within Youthscape and elsewhere GM

Use our youth facing social media account(s) as a platform for education and discussion GM

Funding can impact the work we are able to do, and so we may not have the funds to tackle this topic with young people GM

Us being a Christian organisation means that although we work with Muslim and Asian young people in schools, there are barriers to many of them engaging with our external projects GM

Staff time and capacity - the local team's time is often stretched as it is, and so adding in extra projects or work to do with young people could be a challenge GM

O

T

Working more intentionally with BAME communities

The food we serve in drop-in does not reflect cultural differences of young people in Luton GM

We do not acknowledge or celebrate significant festivals/events of other cultures represented in Luton with the young people GM

We could be doing more to consciously work with BAME young people. We know that statistically more BAME young people are involved in gangs and knife crime, so I definitely think we should be doing detached work and more community based work. I do appreciate that Youthscape was set up as a schools work charity, but I passionately feel that this kind of work is important and so we need to prioritise it. GM.

Give BAME young people opportunities to share their stories GM

Detached and community work in areas like Bury Park, and other areas in Luton where BAME reside in order to engage further with young people in these communities GM

Need to be talking to young people more about this topic - all young people - and specifically giving those from BAME backgrounds the space and opportunity to share their stories and to unpack their experiences (if I had had this as a teenager I may have recognised certain things that I just saw as 'normal' then as the covert racism that I recognise now). Prejudice and oppression of all kinds is something that needs to be talked about with young people, and the more 'normal' having these conversations becomes, more likely we are to see young people wanting to do things like stand up for others who are being bullied and oppressed, taking part in marches, writing to their local MPs etc. GM.

Address the hurts and experiences of BAME community in listening, becoming more educated, and having conversations, address the equality of every human being, address the need for legislative change. live and give the testimony of Jesus. RM

W

O



Christian organisation, and cultural differences, can mean that although we work with many Asian or Muslim young people in school, this doesn't translate to our community work. Can be cultural and faith barriers to attending Youthscape projects. LG.

T

Education and celebrating diversity

Focus on up-skilling young people to tackle poverty and create a more equal playing field. Invest in young people's education in teenage years to avoid inequality later on. LG.

Social Media campaigns around Black History Month, Jamaican Independence. NE.

Celebrating differences and recognising achievements of young people. LG.

Serve more culturally diverse meals for drop-in dinners, and include young people in helping to cook and prepare these GM

Celebrate cultural festivals/events with BAME young people we are working with, and include other young people GM

O

Churches and mosques

High percentage of Asian and Muslim communities in Luton. Steps being made to engage but can be met with challenges. LG.

T

Schools, The Police, LBC, Social Services

Generally work with a much more diverse group through our schools work. Good relationships with six Luton schools. LG

O

Christian organisation, and cultural differences, can mean that although we work with many Asian or Muslim young people in school, this doesn't translate to our community work. Can be cultural and faith barriers to attending Youthscape projects. LG.

T

EVENTS, EXHIBITING AND TRAINING

Delegates & Speakers (up front representation)

We've already made some good progress in this area. Delegates are aware that we are committed to doing better, and we've had a number of Black and Brown speakers on main stage over the last two events. They did not just talk about race! MS.

S

At the last NYMW around 1/4 of all our speakers across the event were Black or Brown. This was - from memory and a quick check, 13/50 speakers in 2019. MS.

A lot of the time, where we ask Black people to speak, we're still asking them to speak about race issues. MS.

Our networks are limited, and so we can tend to ask the same people over and again. MS.

We do have a steady number of Black and Brown delegates, but for various reasons they are still a disproportionate minority. MS.

W

My hunch is that - forgive the imprecise language - our reach is generally into White-culture churches which have Black staff/members. We have little reach into majority-Black churches. MS

PARTNERSHIP WORK

General

The network we tend to support and work with are heavily White middle-class. GM

W

Partnering with other BAME people who are doing the work and asking questions. Amplifying the Black voice as an organisation. Partnering in the right areas. E.g. Black Minds Matter. NE.

O

There are lots of brilliant potential speakers around the UK who we just don't know about yet. They will enrich our events. MS.

With NYMW on a break and Satellites yet to start, we have a blank canvas to work from - we can build events which welcome Black and Brown delegates as much as our White ones. MS.

Turning from intention to decision in conferences. MS.

Making changes to better reflect / include Black voices will make some White delegates feel less happy/comfortable (e.g. a few responses to Seyi Akiwowo at NYMW 19). I'm very comfortable with this - but it IS a reality. MS.

O

T

Cultural differences

Camping can be a barrier, and can result in exclusion if it's the only option. Culturally may not like camping or may not have the equipment. GA.

There may be some areas where we will be unable to fix the problem - and that will be frustrating. MS.

T

Education and celebrating diversity

Our biggest issue has always been our network. We have already made some progress in making contacts in new networks, but this work needs to continue and extend. MS.

Learning culturally what will engage people in the things Youthscape is putting out. E.g. pentecostal church looks very different, and what attracts Black people needs to be considered and relevant. NE.

S

O

External training / events

Diversifying our training. NE.

O

## RESOURCES / RESEARCH

Resources

What is the opportunity, what is the need - and respond to that. GA.

Currently creating an anti-racism resource for young people. NE.

We only do what the local team notices, from our own perspective. If only working in certain areas or with certain people, likely to miss things. GA.

Is what we pick up only going to be affecting White middle class young people and youth workers? GA.

During piloting with young people, these tend to only be with YS young people and Martin's church. Might miss things without being broader. GA.

Perhaps lack of intentionality. Resources are pitched with everyone. Who is everyone? Are there people who would be excluded. GA.

Really good opportunities. Being able to develop resources around anti-racism, to confront own biases. GA.

S

W

O

Research

Have to be aware of your own bias and how that feeds into your questions. GA.

How might my own presence hinder or enable honest discussions? Affects what questions you ask, how you interpret findings. GA.

We rely on commissions and people paying us. Really influences what we research and what we can do.

Might end up being White middle class people who commission us. GA.

So many interesting research piece we could do - anti-racism in the church. Right input and funding would be really good. GA.

S

W

O

## PUBLIC COMMUNICATIONS

Social media & marketing

We have a good platform. We are good on social media, blogs etc. We are well connected, with lots of followers. We have a diverse group of young people that we work with. NE. **S**

If we start putting out posts, we are authentic in terms of who we are working with. NE.

We don't have many staff or public speakers who can talk on camera who are diverse. Who do we have who can promote things? NE.

Network is limited. Don't reach the Black church. NE. **W**

Communications are quite White in style. Wouldn't necessarily post the things that are posted. NE

So many more people who can speak. Just need to find them. NE. **O**

Find more young people to speak on this topic. NE.

Being tokenistic. NE.

Costs for advertising / exhibiting. NE. **T**

Who is checking information that goes out? Making sure it's diverse in terms of photos etc. NE.

## POLICIES, INTERNAL DOCS & MONITORING

Equal opportunities and diversity policy

Need to rework the policy. Change the word colour / racial origin. Race or ethnicity would cover both of these. Change ethnic minorities as it's an outdated term - sounds secondary to being White. Could replace it with BAME. Although this does also have its limitations. NE. **W**

Ensure policies and practices protect those most vulnerable to racism. LG. **O**

## I-2 SURVEY AND INTERVIEW QUESTIONS

### 1. WHO WE ARE TALKING TO

### 2. INITIAL QUESTIONS (FROM SWOT ANALYSIS)

#### Youthscape Team

- 1**
- Board of Trustees
  - SLT
  - Team
  - Volunteers

What is your relationship to Youthscape?

What is your ethnic group?

To what extent do you see Youthscape as the following? Please explain.

Racist - Anti-racist / Inclusive - Exclusive / Unaware - Informed / Inactive - Reactive - Proactive

**2** Have you received any training in anti-racism? Where?

Do you feel as valued as other people at Youthscape? Please explain

Do you know of opportunities for role development? If so, do you feel like you have access to them?

What do you think needs to be in place to help Youthscape become anti-racist?

Is there anything else you'd like to share?

## Young people

1

- All young people we're already working with
- BAME young people we are already working with closely
- BAME young people in Luton who we are not yet working with
- SLT
- Local team
- Others working with young people
- Funders

How do you know Youthscape?

What is your ethnic group?

On a sliding scale, where is Youthscape

Racist - anti-racist (why have you answered in this way)

Do you feel included and fairly treated when taking part in Youthscape programmes? Please explain

2

Have you ever experienced racism in your interactions with Youthscape? (why have you answered in this way)

Have you ever seen racism in your interactions with Youthscape? (why have you answered in this way)

If a problem arises, do you feel listened to at Youthscape?

Do you think Youthscape programmes are accessible to you?

What would you like to see Youthscape doing to tackle racism?

## Partners

1

- Local and national official and unofficial 'partners'.
- Church partners - Luton Unite (12)
- YW Sunday Partners
- 11 Luton churches
- SACRE
- Groups like FACES
- Muslim community
- School partners
- The Police,

- LBC,
- Social Services

What organisation do you represent?

What is your role?

Where are you based?

What is your ethnic group?

What is your age?

How would you describe your gender?

What is your religion?

Have you heard of Youthscape?

How do you interact with Youthscape?

Which of these have you heard of?

2

Which have you engaged with?

Is there another Youthscape project not listed here that you have engaged with?

What prevents you from engaging more with Youthscape?

What could we do to change that?

Which of the following words do you associate with Youthscape?

Have you ever seen or experienced racism or racial bias within Youthscape's resources, events or interactions?

What measures do you think would make a positive difference to Youthscape being an anti-racist organisation?

Does Youthscape do a good job of representing Luton's racial diversity?

Do you have any other thoughts on this topic?

## Youth Workers /Church Leaders

1

- Local and national official and unofficial 'partners'.
- Church partners - Luton Unite (12)
- YW Sunday Partners
- 11 Luton churches
- SACRE
- Groups like FACES
- Muslim community
- School partners
- The Police,

What organisation do you represent?

What is your role?

Where are you based?

What is your ethnic group?

What is your age?

2

How would you describe your gender?

What is your religion?

Have you heard of Youthscape?

How do you interact with Youthscape?

Which of these have you heard of?

Which have you engaged with?

## INTERVIEW QUESTIONS: SENIOR LEADERSHIP TEAM

Does Youthscape liaise with BAME groups to inform our policies and practices? If so, how regularly?

No we don't.

Where does Youthscape market our training schemes or job adverts?

Various places. Website and social media (linked in, Instagram, Facebook), different job sites depending on the role. These include Charity Jobs, Christian Jobs for youth worker or national roles. Tried Global Connections for the last Satellites marketing role. Finance and Fundraiser jobs recently trialled using Guardian jobs. Just used to use our networks or Charity Job. However Charity Job wasn't yielding Christians, and it was giving us people who weren't qualified for the role. Latest marketing role had 12 applications, mostly through word of mouth. Want to actively ensure we have a more diverse team, but we don't get the applicants!

Where do we spend money on advertising / marketing?

Training and resources - direct mail to all secondary schools in the country, youth and children's work magazine  
Exhibitions - CRE (generally teachers), Soul Survivor, Spring Harvest, London School of Theology, Prayer Spaces in Schools conference. Social Media networks - we pay to boost our adverts.

What networks do we use for advertising?

Social Media networks.

Does Youthscape have a strategy to recruit BAME team members? If so, what does this include?

I wouldn't call it a strategy. It's a documented intention, but without specific goals. We do have diverse graphics on our adverts to encourage applicants.

Does Youthscape ask how applicants found us when they apply for a role?

Nothing in the application form at the moment. It's not done formally at the moment, but there probably should be.

Is there any funding assigned to ensure Youthscape is anti-racist?

None currently

What policies and processes do we already have regarding anti-racism?

Equal Opportunities Policy

Whose responsibility are these documents? Writing / implementing / monitoring.

Responsibility lies with Senior Leadership Team. HR probably end up writing most of them.

Everyone is responsible in implementing them.

Safeguarding Lead and Project Leads are monitoring any issues.

## INTERVIEW QUESTIONS: MARKETING, COMMUNICATIONS, INNOVATION, TRAINING TEAMS

How do you ensure that you are considering representation and diversity in Youthscape's content?

What events do we engage with each year (exhibits, speaking, training)?  
How do we choose these events?

Speaking is when we get invited - timing / availability / expertise.  
Teach Secondary marketing - this often leads into regional training opportunities. Venues will then market our training in their locality.  
Exhibiting - we go where it's financially viable to exhibit - and whether it yields sales. Also a relational model - e.g. new audiences regardless of money.

Who decides who represents Youthscape at those events? How do they decide?

Normally it will be marketing and exhibitions leads together - or at least one of these staff members. Then it would be whoever was prepared to help.



*Youthscape*

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