



Anti Racism at LGBT Health and Wellbeing

We are committed to being an anti-racist organisation.

That means more than stating our values. It means taking action: consistently, visibly, and with accountability. It means challenging racism within our organisation, our services, and the wider systems we are part of.

We know that LGBTQ+ communities are not a single experience. Race, migration, culture and identity shape how people access support, how safe they feel, and whether they are able to thrive. We also recognise that racism exists within LGBTQ+ spaces, and that the legacy of colonialism continues to shape health, wellbeing, and opportunity today.

Anti-racism is therefore not separate from our work, it is central to it.

What we believe

- Anti-racism is a shared responsibility across our whole organisation, not the burden of individuals or communities of colour.
- Lived experience must shape how we design, deliver and improve our services.
- We must actively identify and remove barriers that prevent people of colour from accessing support.
- We have a responsibility to use our voice and influence to challenge inequality beyond our organisation.
- This work is ongoing. We will not always get it right, but we are committed to learning, listening and doing better.

What we are doing

We are embedding anti-racism across how we work, not as a separate strand, but as part of how we deliver all services and make decisions. This includes:

Leadership and accountability

- Anti-racism is owned at leadership and Board level.
- We regularly review progress and hold ourselves accountable for change.
- We create space for challenge, reflection and continuous learning.

Centring lived experience

- We involve LGBTQ+ people of colour in shaping our work.
- We invest in roles, partnerships, and spaces that centre QTPOC voices.
- We recognise expertise in lived experience as essential to our development.

Our services and programmes

- We design services that recognise intersecting experiences of racism and LGBTQ+ identity.
- We create safer, affirming spaces for people of colour within our community.
- We work to ensure our support is accessible, relevant and trusted.

Our people and culture

- We support staff and volunteers to build confidence and capability in anti-racist practice.
- We challenge behaviours, systems and cultures that reinforce inequality.
- We are working to build a culture where people feel able to speak openly and be heard.

Partnerships and influence

- We work with partners to influence wider systems, including health and social care.
- We use our platform to advocate for change and challenge injustice.
- We collaborate with organisations and communities to drive collective impact

What we are learning

Anti-racism is a continuous process.

We are learning to:

- Move beyond intention to measurable change.
- Share power more meaningfully with the communities we serve.
- Be more transparent about where we are on this journey.
- Balance urgency with the need to do this work thoughtfully and sustainably.

What's next

We will continue to strengthen how anti-racism is embedded across our organisation.

Our focus is on:

- Deepening community-led approaches across our services
- Strengthening accountability and measuring impact
- Ensuring our workforce better reflects the communities we serve
- Influencing systems so that LGBTQ+ people of colour experience safer, more inclusive services across Scotland

Our commitment

We are committed to doing this work openly, honestly, and for the long term.

We will listen.

We will act.

We will be accountable.

And we will continue working towards a Scotland where all LGBTQ+ people, of every race and background, can live well and thrive.

