

TICKBOX ANTI-RACISM:

From Performative to Transformative



TICKBOX ANTI-RACISM 2024

Laurelle Brown Training and Consultancy

www.laurellebrown.co.uk



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This resource is part of a limited series designed to address key gaps in strategic anti-racism responses within children's systems.

Grounded in evidence, theory, and expertise, these concise guides aim to help you move beyond performative efforts toward transformative action, driving improvements in systems, leadership, and practices for racially minoritised children.

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‘COMMISSIONING’

An ongoing process that applies to all services, whether delivered by local councils, the National Health Service (NHS), police, or charities.

It typically involves:

Identifying the services needed [Analyse]

Deciding which services to fund and how to deliver them [Plan]

Buying and delivering the services [Do]

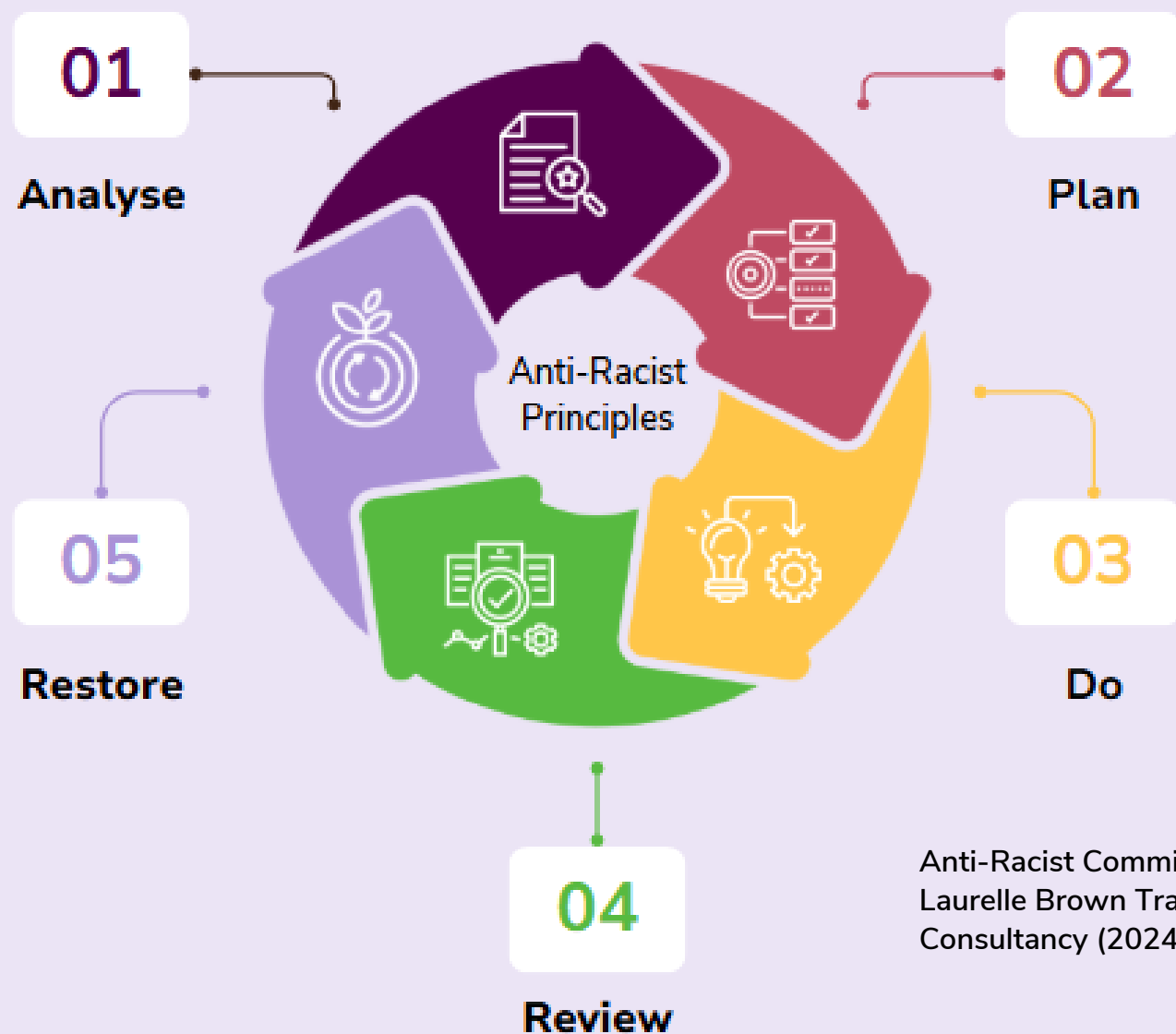
Monitoring and evaluating the services provided [Review]

Commissioning should be a key aspect of any anti-racism strategy, shaping how resources and services impact children, families, and providers. To tackle marginalisation and inequality, commissioning must transform to embed race equity, justice and accountability at its core.

From Performative to Transformative

This resource guides organisations through five transformative stages—Assess, Plan, Do, Review, and Restore—to embed anti-racism in commissioning.

By dismantling systemic barriers, centering racially minoritised stakeholders, and fostering equitable practices, it aims to support lasting change for improved outcomes for racially minoritised children.



01

Analyse

- Enable racially minoritised services and communities to lead in data gathering and insight development e.g. needs assessments.
- Build and sustain relationships with racially minoritised stakeholders from the outset e.g. via community services and social media.
- Incorporate diverse evidence in analysis, including community-generated insights, social media and international sources.

02

Plan

- Co-design services in partnership with racially minoritised communities and led organisations.
- Strengthen service provider capacity by addressing systemic commissioning barriers, such as by providing access to policy and process templates.
- Conduct comprehensive impact assessments, integrating meaningful consultations with racially minoritised communities and led services, to evaluate:

Representation of racially minoritised-led services.

Funding equity for racially minoritised-led services.

Outcomes for racially minoritised communities and services.

From Performative to Transformative

03

Do

- Innovate procurement processes to address barriers faced by racially minoritised-led services, using them as opportunities to tackle inequity and power dynamics, e.g., requiring consortiums or expert / lived experience partnerships.
- Review contracts and agreements to identify and rectify race inequity, racism and power imbalances, including intellectual property rights and termination clauses.
- Embed race equity and anti-racism commitments, actions, and competencies within quality assurance and monitoring frameworks.

04

Review

- Include racial inequalities in service outcomes and impact assessment.
- Evaluate outcomes through an intersectional lens, considering the experiences of racially minoritised groups affected by intersecting structural inequities e.g. sexism and racism.
- Establish independent processes to gather feedback from racially minoritised service users, partners, and stakeholders.

05

Restore

- Maintain ongoing dialogue with racially minoritised stakeholders to understand impacts of commissioning practices.
- Invest in restorative actions to address identified harm caused to racially minoritised services, and communities through commissioning practices.
- Embed racism and anti-racism education and awareness into the development of commissioners and leaders.

TICKBOX ANTI-RACISM

Want to know more?

This is a snippet from the Tickbox Anti-Racism series, brought to you by [Laurelle Brown Training and Consultancy](#).

We provide equity, diversity, and inclusion (EDI) consulting to help organisations tackle challenges and drive systemic change in complex child welfare systems. Our services include tailored learning and development, skilled facilitation, strategic change and transformation, and robust evaluation to deliver sustainable impact.

For the full resource, and series updates, sign up via [this link](#). You can also [contact us](#) to learn how we can help your organisation create inclusive, equitable systems, leadership and practices that work better for racially minoritised children.

“Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably”
([NAC International perspectives, 2021](#))