

Corra Foundation

CRER Enquiry
May 2022

Q1. Please tell us about any anti-racist / race equality focussed actions that your organisation has taken following your public statement regarding Black Lives Matter (to ensure we do not accidentally include information about actions prior to the statement, please provide a rough timeframe for these actions)

In June 2020 [Corra Foundation published a statement on anti-racism](#). The statement included a set of initial commitments to actions that Corra would take, pending further discussion and thought. Since then, a number of actions have been taken forward, including:

- Establishing an internal Anti-racism Working Group (ARWG) in **September 2020**, with membership made up of staff and Trustees. Meetings are held quarterly, with sub group meetings in between on immediate priorities.
- Detailed anti-racism action plan developed by ARWG and progressing on areas covering people, funding, place, leadership and influencing, and governance with short term, mid term and long term priorities. **(2020-ongoing)**
- Diversity, Equity and Inclusion (DEI) statement developed which includes commitments around how Corra acts as an employer, a charity and independent foundation and organisation that seeks to influence change more widely in Scotland. You can read [Corra's DEI statement here](#), with further commitments on [dedicated DEI page on Corra's website](#) and updated with actions. **(Oct 2021)**

Understanding Racism

Support given to the full staff and trustee team to build skills and knowledge to better understand racism including:

- Introductory anti racism training for all staff **(Jan 2021)**, as well as separate session for Trustees **(Feb 2021)**
- Various internal anti-racism and DEI sessions including a whole team session on 'Why anti-racism matters' **(June 2021)** delivered by the ARWG including
 - Input into structural and institutional racism
 - Storytelling

- Discussion workshops on funding with a racial justice lens
- Supporting Black History Month in **2020 & 2021** with internal sessions and promotion of external sessions including CRER Black History Month Programmes
 - Anti-racism book club and discussions held internally (**2020 & 2021**)
 - Internal - Funders and Black History session (**Nov 2021**) looking at funders, (including Corra) and institutions; and where wealth, including philanthropic wealth has derived from
- Sharing and promotion of anti-racism and DEI resources, events and learning in internal staff newsletter with a dedicated DEI section (**bi-monthly**) e.g. Edinburgh Slavery and Colonialism Legacy Review Group consultation (**Jan 2022**), dedicated Anti-racism Teams Channel and anti-racism shared drive folder holding key insights and reports on anti-racism and DEI.
- Attendance of staff at DEI and anti-racism events such as #BAMEOnline Conference **2020 and 2021**, [Association of Charitable Foundations](#) (ACF) DEI Sessions **2021/2022** and various racial equity in funding sessions.
- Anti Racism Internal change project established (**Spring – Autumn 2021**), supported by dedicated staff time and with the aim of ensuring pace to this work.
- Re-profiling of current staff post to DEI and Engagement Officer to support anti-racism and DEI work, and Corra's commitments to engaging and supporting Black, Asian and Minority Ethnic Charities and Groups with funding and development opportunities.

Embedding long term change

During 2021 we've worked to increase diversity among our staff and Trustee team, address racial bias within our grant making processes, and take action to increase equity in the reach of our funding. We plan to continue exploring how we can contribute to racial justice, through existing programmes, and by helping to build resources that support Black, Asian and Minority Ethnic Communities.

- Adapted our data collection to reflect the DEI Data Standard developed by the Funders' Collaborative Hub. This is enabling us to meaningfully increase our reach, relationships and understanding across different groups as well as assess progress against our KPIs (Key Performance Indicators), which reflect DEI.
- Several staff across the teams have completed deaf awareness training.
- Development of a Black, Asian and Minority Ethnic community led grants programme - [The Equity Programme working alongside Black, Asian and Minority Ethnic Communities in Scotland](#), made possible through a donation of £150,000 from Stewart Investors. (**2021-ongoing**)
 - £50,000 from The Equity Programme has been distributed to 30 groups and organisations led by Black, Asian and Minority Ethnic Communities to deal with the immediate impact of coronavirus (**2020**)

- £100,000 being distributed directly to Black, Asian and Minority Ethnic groups using community led grant making via The Equity Programme.
 - Five groups, led by the communities have each decided where they would spend the funds – placing communities right at the heart of decision making based on their needs.

Recruitment

- Corra are one of the first funders in Scotland to support the **2027 Programme**. An opportunity to host and support a 12 month paid associate to work in grant making. We particularly advertised and sought applications from people from Black, Asian or Minority Ethnic communities. Corra's 2027 associate started with us in **Autumn 2021**.
- Participation in John Smith Centre Minority Ethnic Emerging Leaders Programme where a minority ethnic intern has joined Corra for a 9 month paid internship for an 18-29 year old **(October 2021 – July 2022)**
- Recruitment (through the [We Can Work Intern programme](#)) of a Disability, Equality and Inclusion intern to review our staff recruitment process and materials to make sure we are using good practice in DEI. **(May 2022)**
- Corra advertised to recruit two Trustees to join Corra's board **(March 2022)**. We recognised that our board, and the funding sector more broadly, needs to become more diverse and advertised for People who: live outside of central areas of Scotland; are from Black, Asian and Minority Ethnic communities; disabled people; and young people.
 - We commissioned three external consultants to help us by proactively reaching out to their networks and encouraging people to apply, and being involved in shortlisting.
 - To improve accessibility and remove any barriers to applying, we offered an alternative to written application forms to include voice notes or video application. **(March 2022)**
- Work to develop and widen Corra's networks and relationships, including proactively reaching out to Black, Asian and Minority Ethnic Communities as part of grants programmes and in activity related to the [Social Action Inquiry](#).

Applying a racial justice lens to our grant making

In 2021 Corra's Henry Duncan Grants £1m focused on community-based support for mental health and wellbeing. We acknowledged that racial injustice impacts on mental health and wellbeing, and that communities are disadvantaged when accessing mental health and wellbeing services including the quality of care they receive, due to racism, structural and institutional inequalities, fear, stigma and discrimination.

In response, the team carefully designed and delivered a dedicated stream of Henry Duncan Project Grants with ringfenced funds. These aimed to be accessible to grassroots charities, led by people who had lived experience of racial injustice. This included:

- Separate and easy to read Project Grants application form and guidance
- Targeted funding advice sessions with staff from a Black, Asian and Minority Ethnic background
- A Lived experience panel involving those with experience on racial injustice deciding on who gets funding
- Of the £1m, over a third (£330,000) was distributed for groups led by Black, Asian and Minority Ethnic Communities.

Q2. Please tell us, in as much quantitative and/or qualitative detail as possible, about the impact that these actions have had on Black and minority ethnic staff, service users or other parties

Some key insights:

- In 2021 we received 311 applications to support community work led by people with lived/shared experience. Over half the applications were from communities experiencing racial inequity.
- £740,000 distributed to groups led by people experiencing racial inequity **(2021)**
- Black, Asian and Minority Ethnic staff have welcomed the various changes made at Corra to support anti-racism work, the setting up of structures including ARWG, support of the Senior Management Team and colleagues, and having the space to reflect and discuss anti-racism (which can bring its own challenges). However, we do realise that we need to be more diverse as a staff team.
- Anti-racism and DEI training is an ongoing priority and will be delivered to all new staff following joining the organisation.
- Corra's [CYPFEIF & ALEC Fund, delivered their annual conference for funded groups in March 2022 exploring 'Thriving in the Future'](#) – 'Reimagining Inclusion and Participation' **(March 2022)**. The programme included an anti-racism workshop for participations and [keynote input by Ruth Ibegbuna on youth-led social change](#).
- [Produced a response to the Commission on Race and Ethnic Disparities Report](#) and signed a letter from foundations to the Prime Minister about the report.

Henry Duncan Grants

Corra's Henry Duncan Grants is a five-year programme with a different theme each year (up to five-years' funding on each theme, each year).

2021 Project Grants for Black, Asian and Minority Ethnic Charities

- 32 applications received. 16 grants made. 50% success rate.
 - A third of organisations funded were new to Corra.
 - Total grants made £330,000 average grant size £20,000.
 - Majority of applicants had income of less than £250,000 (84%). 50% of organisations funded had income of less than £100,000.
 - The value placed on relationships was evident throughout this approach. Applicants responding to Corra's customer experience survey felt that Corra understood the context and priorities of their organisation (**100% from Henry Duncan Grant Project Grants compared to 94% overall**).
 - Intersectionality was present in majority of applications. Groups were working alongside people experiencing racial injustice and poverty, disability discrimination, and issues relating to gender.
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- A decision was made by the ARWG that for the remainder of the HDG programme, each year would ring fence around a third of the £1million (c. £330,000) for charities led by Black, Asian and Minority Ethnic Communities. This will take us up to 2025 (**2021-2025**)

Amplifying voices from Black, Asian and Minority Ethnic communities via Corra's Community Stories.

- [You can read a selection of community stories here.](#)
- [You can read Corra's 2027 Associate blog written by Rayana here.](#)
- Corra worked with groups funded by The Equity Programme to tell their own story on how they supported groups
 - [Food for Thought: Mohila Ogrojatra - Corra](#) (Bengali Women's Group)
 - [Let's talk - MCASS BME Men's group - Corra](#) (Men's mental health Group)
 - [Intercultural Youth Scotland: Scotland in Colour - Corra](#) (Young People)

"...For the first time I could tell that the Henry Duncan project fund was written by a Black, Asian and Minority Ethnic person. The understanding of racism was clear. The link to how it affects mental health was clear. The thought behind the layout was clear."

Respondent to Corra Customer Experience Survey 2021

"Since joining the group we have found that we have gained more confidence in talking and listening. We can interact and speak with confidence and some ladies have even managed to get themselves a part time job. I feel very happy that I have been a part of this group Mohila Ogrojatra and I have made lots of new friends."

Mohila Ogrojatra group member

“My interest was in grant making; to learn more about the process of where funds come from and how they are distributed. I wanted to understand the whole picture of how the third sector works, and to be a part of change for the better. This was my motivation to apply for the [2027 Programme](#), which is looking to change the sector in a way that makes it inclusive.”

2027 Programme Associate

Part of Corra’s commitment is to share learning with other funders, foundations and groups on what worked well, what didn’t and what we could improve on. We have shared this learning and key stories directly from the communities across our publications and social media:

- [Read The Equity Programme Insight Briefing here](#)
- [Annual Impact Summary 2021 \(published May 2022\)](#) with a dedicated DEI section
- Henry Duncan Grants Insight Briefing due to be published May 2022

Q3. Please tell us about any actions planned for the future – we may ask you to update us on progress at a future date

- We will continue to embed DEI as part of our approach to learning and improvement, including gathering data on: diversity of staff/Trustee team, as well as other decision making or advisory groups; reach of funding; speakers/attendees at Corra events; and participation in place-based work.
- We will be publishing a DEI report this year on progress and actions **(Summer 2022)**
- Continue to work as part of a group of Scottish funders who have formed a peer learning group to collectively progress DEI practice.
- Follow up anti-racism training for all staff, including targeted sessions for different teams **(Autumn 2022)**
- Corra’s CYPFEIF & ALEC Fund will be delivering a follow up Anti racism workshop for grantees **(Autumn 2022)**
- Corra is currently developing a grants programme, with a corporate donation, to support anti-racism work including antisemitism work in Scotland. **(2022) (not public knowledge yet)**
 - We have finished a consultation with groups in Scotland on views of current work being carried out to tackle racism, including antisemitism in Scotland, and emerging needs. **(April 2022)**

- Work has begun to work with a group of Scottish funders and Ten Years' Time – exploring what funders need to do to be contributing to racial justice and investments. **(Summer 2022)**

Corra believes that diversity, equity and inclusion (DEI) is fundamental to its [ten-year strategy](#) which centres on three themes; voice, power and change. At the heart of the strategy is the belief that when people find their voice, they unlock the power to make change happen.

We will continue to update our anti-racism and DEI actions over on [Corra's DEI Page](#), where you can also find further information and actions not mentioned in this paper.

About Corra Foundation

Corra Foundation exists to make a difference to the lives of people and communities. It works with others to encourage positive change, opportunity, fairness and growth of aspirations which improve quality of life. Corra wants to see a society in which people create positive change and enjoy fulfilling lives.

In 2020 Corra launched a ten-year strategy. It is long term because making a difference on the big challenges will take time. At its heart is the strong belief that when people find their voice, they unlock the power to make change happen.

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