

Anti-Racism Action Plan

Progress Update



We review our progress on achieving our commitments to being an anti-racist organisation. This update shares our most recent review of our progress against each commitment we have made. Whilst we have made positive progress we know there is work still to do.

We will increase resources available to Black, Asian and Minority Ethnic community-led organisations.

- Since 2020, we have distributed £5.3m to organisations led by communities who have experienced racial inequity.
- In 2023/24 [12% of applicants told us](#) they were Black, Asian and Minority Ethnic community-led
- When grants are made from our own funds, we commit to a minimum of 30% ring-fenced for Black, Asian, and Minority Ethnic led organisations.
- When we manage funds for partners we advocate for protected funds for Black, Asian, and Minority Ethnic Led organisations.
- From 2021-2023 we have ring-fenced 30% of Henry Duncan Grants funding and increased this to 50% in 2024. We are proud of this approach and the fantastic work it has supported to happen.
- We made these commitments visible internally and externally through our communications. We also ensured that applications to Henry Duncan Grants were reviewed (assessed and decided on) with relevant expertise, including grant advisers and panel members from Black, Asian and Minority Ethnic communities.
- We need to spend time working out what our 30% commitment means for programmes that Corra delivers alongside other partners (where Corra is not the only funder).

- We've learned that for some programmes there might be other actions to take, or steps to take first, such as building capacity, connections, knowledge and trust with Black, Asian and Minority Ethnic Organisations and Groups. We've taken some of these actions in other programmes like Way Forward for Families Partnership this year.
- Corra has increased resources through its new racial equity strategic grants (£50,000) in 2023/24 and recently secured £200,000 from Comic Relief for a targeted programme funding racial justice work in Scotland.

We continue to explore how we can further invest in racial justice work. We will reflect on learning from our current grants and learn from other funders taking a racial justice approach.

We will support the capacity development of Black, Asian and Minority Ethnic community-led organisations.

Work is ongoing to develop a specific capacity building offer for Black, Asian, and Minority Ethnic groups. Collating information from across Corra teams and from some of the Black, Asian and Minority Ethnic communities we work alongside has taken time. We will be making this a priority in 2025.

We will work to encourage and develop Scottish funder collaboration on racial justice.

This work is ongoing. Corra convened a group of Scottish funders in 2022 and 2023 in collaboration with [Ten Years Time](#) to explore racial justice in funding in Scotland. This included an invitation to join a new learning community with Ten Years Time. In summer 2024 Corra joined the Ten Years Time learning community in Scotland, alongside other funders including the Robertson Trust.

We actively contribute to wider discussions relating to anti-racism in funding across Scotland. This has included supporting other funders with events and offering inputs. This work has largely been undertaken by our Racial Equity and Engagement Officer.

We will actively promote anti-racist best practice in grant making.

- Alongside other members of the Scottish Grantmakers and Scottish Funders Forum, we delivered a session at The Gathering in 2024. This session shared our work and commitment to diversity, equity and inclusion – including racial equity - within our grant-making.
- We plan to share lessons from the Ten Years Time Community - presenting the space and community as an opportunity for other funders to develop racial justice approaches.
- We continue to seek out opportunities to promote and highlight action to progress racial equity within our networks.

We will mainstream anti-racist practice in all our programmes, processes and activities.

We have made progress embedding anti-racist approaches across our organisation but recognise we have more to do.

In 2024, we introduced a policy engagement framework targeting areas of policy and parliamentary activity. We have identified racial equity and anti-racism as a priority area which means we will undertake proactive and reactive work in this space.

We will continue to engage with Black, Asian and Minority Ethnic Community-Led groups to understand what matters most to them and how Corra can help. This learning will feed into our programme designs. In 2024 we have made progress within our grant-making:

- Offering targeted information sessions on some funds for Black, Asian, and Minority Ethnic-led organisations.
- Increased available funding for Black, Asian, and Minority Ethnic-led groups through proactive conversations with other funders.
- Convened and created space for Black, Asian, and Minority Ethnic people to share their experience and insights – this included a learning event through the National Drugs Mission Fund. We published the learning from the event in the Racial Equity in Substance and Recovery Services [Report](#). This year we've taken action to develop standard guidance/toolkits to help staff embed anti-racist approaches in our work. We will roll these out in 2025 and ensure all staff have the knowledge and skills to take them forward confidently when developing programmes.

- We have published a range of community stories from Black, Asian and Minority Ethnic led Organisations and groups.

We will bring an intersectional lens to all our anti-racist work and grantmaking.

We have more to do against this commitment. We will ensure that intersectionality is a prominent part of anti-racist training, and that staff have knowledge and skills to take an intersectional lens. We acknowledge the complexity of this and are committed across Corra to learning and acting in a sensitive and supportive way for staff, and the people we work alongside.

We will undertake advocacy and influencing work to advance and support racial justice in Scotland.

In all of our work Corra seeks to support and amplify the voices of people and communities that are less well heard.

- Increased parliamentary engagement by writing to MSPs introducing the work of Corra, sharing updates on our racial equity work and our commitments to becoming an anti-racist organisation.
- Of the three motions lodged in parliament that mention Corra, all are in relation to our racial equity work.
- We supported a parliamentary event in January 2025 for Mohila Ogrojatra, an Equity Programme funded project, which platformed the voices and experience of Bengali women in Edinburgh. We also used the opportunity to advocate for the importance of flexible and unrestricted funding and programmes designed to meet the needs of Black, Asian, and Minority Ethnic-led groups.
- We have included the experience and perspectives of Black, Asian, and Minority ethnic-led organisations in responses to Government and Parliament Calls for Views. This included a [response on fair funding](#), and [a response to Democracy Matters](#).
- Published a [parliamentary debate briefing on the Promise Partnership](#) with specific sections on the need to take an anti-racist approach to Keeping the Promise. This was referenced by several MSPs in the debate in parliament.
- We have joined the Scottish Parliament's Cross-Party Group on Challenging Racial and Religious Prejudice and will use this group to advocate for the advancement of racial justice in Scotland.

We will ensure and strengthen representation of diverse perspectives across Corra.

- A DEI monitoring form co-designed by HR staff and our internal Anti-racism Working Group (ARWG) has helped improve our approach to DEI monitoring, which we now ask staff and trustees to complete on annual basis.
- We have made changes to our recruitment and staff pay policies to ensure equity. This has included a new pay policy that gives automatic increments to staff each year they have been employed. This replaces a previous system linking salary increases to performance review.
- We have made the decision not to negotiate salary on appointment or progression. The evidence shows that negotiation of salary is an inherently inequitable process that marginalises women and those from Black, Asian and Minority Ethnic communities.

We will support and nurture our lived experience staff.

Nurturing our staff is a continuous process. We have more to do to meaningfully and compassionately support Black, Asian, and Minority Ethnic members of staff. This year:

- Our Racial Equity and Engagement Officer established a People of Colour at Corra group which has been a vital step for supporting Black, Asian, and Minority Ethnic members of staff.
- Culturally appropriate counselling support has been put in place
- Our HR team, alongside our Racial Equity and Engagement Officer, are updating staff and manager guidance to ensure that staff are supported at particularly difficult times. This includes further guidance for managers about checking in with staff when wider events in society, such as the racist riots in summer 2024, are likely to be affecting staff with lived experience.
- In our annual staff survey, we now include questions on whether staff witnessed or experienced a racist incident in the course of their work, and a clearer system for reporting racist incidents is being developed.

We commit to continuous and progressive strengthening of our anti-racism practice.

- We commissioned and published research outlining the origins of Corra's wealth: [Surveying Corra Foundation's Historical Relationship with British Banks, Empire and Atlantic Slavery](#) The ARWG delivered an input for our Board of Trustees in September 2024, sharing more of the work Corra has undertaken to strengthen our anti-racism practice through relevant grantmaking and other activity, and exploring opportunities for continuing to strengthen this.
- Since March 2022, Strategic Update reports for each Board meeting have included details on anti-racist action and progress.
- In summer 2024 Corra joined the Ten Years Time community - a holistic programme of support and development on our journey towards racial justice. Corra's engagement with Ten Years Time involves tailored training for senior and key staff across the organisation.
- Ongoing anti-racism training for all staff and trustees.

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.

Our ways of working

At Corra we have a set of principles that we strive to put into practice across our roles as an employer, independent funder, charity and partner, as well as in our influencing activity.

We will:

- Listen and respond to people, communities and organisations and amplify voices that are less well heard – their wisdom is at the heart of Corra's approach.
- Build relationships, always working alongside others on the basis of shared power, mutual trust and shared learning.
- Pursue diversity, equity and inclusion (DEI), trying to challenge structural discrimination and contribute to radical shifts in the funding sector.
- Be an open, trusting and flexible grant maker.
- Ensure we contribute to tackling climate change, through our investments, operations and grant making and encouraging others to take action alongside us.
- Be bold, taking considered risks and supporting others to do the same.

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