



### **Rushey Green Time Bank ('RGTB') Charity - Black Lives Matter Statement**

Rushey Green Time Bank is committed to supporting the equality and diversity of all people, as an equal opportunities employer and voluntary sector organisation within Lewisham Borough and the surrounding area.

The charity does not condone racism, nor any act of inequality or discrimination. Rushey Green Time Bank was founded on the principles of equality, sharing and the community spirit of all residents, regardless of their background.

We are making this statement in light of the appalling murder of George Floyd in the USA. This may resonate with people who live in the Borough, who may have suffered similar discriminations and fatalities; we believe that Black Lives Matter.

Racism must be confronted and eradicated. It starts with us as individuals and organisations, recognising that our silence can contribute to legitimising the status quo of institutional racism leading to rampant discrimination. It also requires unconditionally acknowledging how our unconscious bias affects our behaviour and decisions that undermine, disrespect, exclude and adversely affect BAME people.

The Charity has been cognisant of the lack of diversity on Trustee Boards in the UK. We have worked hard to make sure our Board represents the demographic of our Borough, through fair and equitable recruitment strategies.

The Charity reflects the diversity of Lewisham Borough and the users of our organisation. Within our staffing and volunteer network, we have practical plans in place to ensure ongoing diversity, equality training and recruitment procedures to make the charity representative of the community it seeks to serve.

We give our sincere condolences to the family and friends of George Floyd.

We continue to work in partnership and collaboration with all sections of the community.

Rushey Green Time Bank

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If you have any questions, concerns, or suggestions on ways that we can make sure we are doing everything we can, please contact [info@rgtb.org.uk](mailto:info@rgtb.org.uk)