

VAWG Sector Anti-Racism Charter

1. VISION

This Charter sets out a vision of an anti-racist approach translated into action and accountability in the End Violence Against Women and Girls (VAWG) sector in England and Wales. It follows a Call to Action to end racism within the VAWG sector in 2020¹. It applies both to organisations that operate exclusively within the VAWG sector, as well as those that work simultaneously in the VAWG and other sectors.

We acknowledge at the outset that the context now for pressing for a radical rethink and renewed commitment in our sector is directly linked to the call to action by Black Lives Matter (BLM) movements worldwide against state-racism and state-sanctioned racial violence in the wake of the murder of George Floyd. In 2020, the BLM movement has brought the pervasive and persistent nature of white supremacy back into sharp relief and with it an important societal reckoning with the realities of racism.

Systemic, institutional and structural racism shapes how Black and minoritised women experience violence and abuse, and their access to safety, support and justice. The legal and policy framework was not designed for Black and minoritised women and the services led 'by and for' them and, as a result, is often unjust and discriminatory. Societal structural inequality is also replicated within our sector both in both direct and indirect ways through our practices and policies; this in turn stops us from creating a world where all women and girls live free from violence and abuse.

The VAWG sector can and should be seeking to eliminate racism through care, rigour and meaningful collaboration² that results in a space of unity where the leadership and contributions brought by specialist 'by and for' Black and minoritised women's organisations are fully recognised and supported by white counterparts. A refreshed commitment to principles of equality and fairness that our sector should be attaining offers us the chance to stand together in strength and set standards for those we engage with externally, and to ensure our work truly challenges the multiple forms of oppression which survivors face.

The Charter seeks to address key issues that have been raised repeatedly over time by Black and minoritised women in our sector. We recognise the significant labour that this has taken and the damaging impact that the failure of white-led organisations to act thus far has had. This Charter directly draws on the detailed work carried out by specialist 'by and for' Black and minoritised VAWG organisations and other anti-racist activists and the recommendations they have made for change. This Charter sets out a vision for an anti-racist VAWG sector for all organisations to unite behind and meaningfully collaborate to deliver.

The Charter provides white-led organisations – specifically, those that are not specialist 'by and for' organisations for Black and minoritised women - with a framework to begin a process of reflection, learning and change to increase their ability to develop lasting anti-racist practice. All organisations will be different, therefore a starting point for this work is a commitment to look honestly at where they are now and a willingness to identify where their practice could be improved. It sets out how white-led

¹ <https://www.endingracisminvawg.org/>

² Imkaan, 2017, *Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector*, London. Imkaan.

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organisations can work towards being active and accountable for the privilege and imbalance of powers that results in Black and minoritised women's organisations being attributed unequal status.

An anti-racist VAWG sector will not be achieved through this Charter alone. It needs to be a living document, owned by the sector, and the commitments within it will need to expand and develop. We hope it starts the process of the ongoing commitment, reflection and learning that is required for anti-racism, and provides an urgently needed mechanism for action and accountability within our sector.

2. ACTION PLAN AND ACCOUNTABILITY FRAMEWORK

Section 3, below, identifies seven key priority issues and the actions and commitments needed to address them.

To empower the VAWG sector to take ownership of the organisational and collective work that arises from this Charter, it is important for the organisations signing up to it to work together to define and commit to a robust accountability framework.

The values in the Call to Action can help in guiding the sector to find ways to hold ourselves accountable, for example:

- Performance on internal actions within organisations could be monitored by internal Equality, Diversity and Inclusion (EDI) groups or Boards;
- Organisations could report back on progress to a nominated body of sector representatives annually or biannually;
- The sector could track overall change through an annual anonymised anti-racist survey.

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3. PRIORITY ISSUES AND COMMITMENTS NEEDED

Table 1 sets out the key issues that have been identified and prioritised by Black and minoritised women’s organisations, with a vision of what an anti-racist approach looks like and the commitments needed to get there.

FUNDING – Key Issues	What does an anti-racist approach look like?	Commitment
<p>Specialist services led ‘by and for’ Black and minoritised women are a vital part of our sector and are uniquely able to reach Black and minoritised women, tackle the barriers they face to support, and deliver expert support with an understanding of the dynamics of gender, racism and discrimination that shape their experiences.³</p> <p>Yet the commercialisation of the VAWG sector has had a detrimental impact on ‘by and for’ services. As the playing field is not level, ‘by and for’ organisations are not able to engage on an equal footing because they do not operate economies of scale. These specialist services are inherently social value and community assets – they do not just ‘deliver it’ as part of a business case. But over the past decade competitive tendering and commissioning practices, which prioritise cost cutting rather than delivering value, quality and expert responses to Black and minoritised survivors, has had dire consequences for the survival of the ‘by and for’ services they need.⁴</p> <p>Within tendering processes the business model is preferred because of the cost to quality weighting. This creates disadvantage for small</p>	<p>An anti-racist approach recognises that a structural problem requires a structural response of solidarity to use our power, agency and responsibility to make change happen.</p> <p>At its core, an anti-racist approach recognises the vital need for, and unique value of, specialist ‘by and for’ Black and minoritised women’s services. It understands that they face severe and unequal threats to their survival due to a competitive funding system that places VAWG services on an ‘open market’. It accepts that it is the responsibility of the whole sector to use their differing strengths to work together to support their existence and sustainability; and, holding funders to account at every stage, for example using their power to ensure transparency and accountability in Equality Impact Assessments (EIA) by calling for these to be done in the spirit of</p>	<ul style="list-style-type: none"> • ‘We will be supportive and work in solidarity with Black and minoritised by and for organisations’: white-led organisations can help challenge the injustices resulting from decommissioning that can result when funding systems fail to recognise the ‘by and for’ specialist organisations and their role in meeting the needs of Black and minoritised women. • White-led organisations consider their position of privilege, and the unequal position of ‘by and for’ organisations, and the disproportionate impact this ultimately has on survivors. This could mean a number of actions including requesting that: funders are asked to explain how they will ensure tendering priorities are inclusive of Black and minoritised women’s needed in local areas; strategic and planning meetings where commissioning decisions are made are inclusive of specialist by and for services; Equality Impact Assessments

³ Thiara, R. and Roy, S. (2012) Vital Statistics 2: Key Findings Report on Black, Minority Ethnic and Refugee Women’s and Children’s Experiences of Gender-Based Violence, London: Imkaan

⁴ Imkaan, 2018, From Survival to Sustainability: Black Services Matter. London, Imkaan

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<p>community based ‘by and for’ organisations and leads to tender decisions being made on cost rather than social value.</p> <p>The issue is not isolated to problematic public funders and generic organisations. Whilst respecting specialism is a well-established core principle within the VAWG sector⁵, ‘by and for’ services experience appropriation from white-led VAWG organisations too.</p> <p>‘Equitable distribution’ is only meaningful if it confronts the reality that Black and minoritised women and their organisations do not begin at same starting point as white counterparts. For example, a Black woman survivor on NRPF facing abuse and oppression on the basis of gender and race will need more resources and appropriate specialist support to get to recovery.</p> <p>A further example is the revolving-door of privilege that white-led organisations hold in being in a position financially and structurally to be the lead partners on bids. Funders frequently view and assess Black and minoritised women’s organisations through ‘white metrics’ that further entrench these inequalities; ringfenced funds only serve as a short-term and inadequate solution to some of these problems rather than addressing problems at their root.</p> <p>Addressing funding inequalities is a long-standing priority within the sector and is urgently important as we head into a recession and resources are scarce.</p>	<p>addressing inequalities and barriers in all ways.</p> <p>Under an anti-racist approach, the sector shares a vision of a funding landscape that ensures truly equitable distribution of funding and resources that provide an alternative to ringfenced funding. The framework for this is ensuring that specialist black and minoritised women’s services are equal and central to every stage within funding processes and addressing that not everyone shares the same starting point. This is through a rigorous collaborative and accountable process where white-led organisations are active to ensure meaningful inclusion and work together to improve a flawed funding and commissioning system that recognises the value of ‘by and for’ services.</p>	<p>(EIA) are completed in the full context of addressing inequalities and not just focused on minimal criteria covering referrals; and, work in ways with funders to create equal and level playing fields that recognise the social value of by and for specialists.</p> <ul style="list-style-type: none"> • We commit to ensure ‘by and for’ Black and minoritised women’s services are meaningfully involved as co-creators and equal partners. Equal partnerships and consortium with specialist ‘by and for’ organisations are encouraged by many funders and government in recognising Black and minoritised women’s leadership. • Where organisations invite and otherwise use the expertise of Black and minoritised women and their organisations then their time and expertise will be appropriately compensated. This is best practice and creates consistency with other sectors moving in the same direction. • We develop transparent processes for the selection of lead partners within bids and ensure equality, under-representation and related issues are addressed e.g. white metrics⁶; and, questioning top slicing/lead partner allocations to white-led organisations that are
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⁵ Imkaan, Rape Crisis England & Wales, Respect, SafeLives and Women’s Aid, VAWG Sector Sustainability Core Standards.

⁶ Performance and outcome measures that perpetuate white supremacist working practices – such as requirements to support specific numbers of women within a specific timeframe.

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		<p>detrimental to equitable distribution.</p> <ul style="list-style-type: none"> • Support a shared statement and vision to funders and government that we need 'by and for' Black and minoritised women's organisations, who are central to the VAWG sector, and we demand the end of funding and commissioning processes that perpetuate their exclusion and inequality.
PARTNERSHIPS/COLLABORATION - Key Issues	What does an anti-racist approach look like?	Commitment
<p>Imkaan's Uncivil Partnerships⁷ briefing discusses the power imbalances within the VAWG sector, and persistent inability of white-led services to recognise and end them. It results in:</p> <ul style="list-style-type: none"> • micro-aggressions, such as questioning of professionalism; • attempts to enforce limitations on the parameters of work, such as assuming / demanding that an organisation only works around issues such as forced marriage, because they are a 'by and for' Black and minoritised women ; • exclusion from local partnership; • policing of feminist credentials; • competition for specific funding contracts to support Black and minoritised women, and even bullying of staff. <p>At national level, we identify that:</p>	<p>Partnerships in the VAWG sector between Black and minoritised women's organisations and white-led organisations are characterised by meaningful collaboration. White-led organisations are active in demonstrating a genuine commitment to equality and ending power imbalances through practice and policy.</p>	<p>As Imkaan recommend, 'we commit to meaningful collaborative working to end VAWG through care, rigour and genuine commitment to equality and social justice', with partnerships based on:</p> <ul style="list-style-type: none"> • Truth telling – commitment to: clarity about the motivations for a partnership and the power dynamics within it; creating an equal and respectful partnership dynamic; honesty about what it will take to be a genuine ally within the partnership. • Respect – commitment to: communicate with openness and in a way that builds trust; recognise the way our working culture values particular expertise, approaches, strategies and 'professionalism'; value individual and organisational expertise, strengths and

⁷ Imkaan, 2017, Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector, London. Imkaan.

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<ul style="list-style-type: none"> • There is a white supremacist working culture⁸ within the VAWG sector, which bars organisations from being truly inclusive and democratic in decision-making. Because of the power of white-led organisations, decisions can shape and steer strategy and priorities within the sector and perpetuate inequalities. • White organisations control the parameters of partnership – they often have a ‘head start’, have the time and confidence to lead on bids and control who is involved on their terms. • White-led organisations lack the lived experience of state racism and resultant analysis of state abuse of power within ‘by and for’ Black and minoritised women’s organisations. This means they don’t see risks posed by, or are comfortable with, involving the state in partnership work which may disproportionately undermine or threaten Black and minoritised women by reinforcing structural inequality. 		<p>specialism; disrupt and redress power imbalances; and recognise how failure to address the above affects trust.</p> <ul style="list-style-type: none"> • Conflict management – commitment to: defining shared values and goals within the partnership; and agreeing an approach to conflict management which recognises power imbalances and enables the partnership to be reflective, manage defensiveness, and encourages listening and learning. • Allocation of resources – commitment to: ensuring the equal sharing of resources within a partnership, which redresses structural funding inequalities within our sector; and exploring how time, funding and skills can be shared in the most equitable way.
APPROPRIATION – Key Issues	What does an anti-racist approach look like?	Commitment
<p>The autonomy, expertise, knowledge and specialism of Black and minoritised women’s organisations is not recognised, but appropriated when it ‘suits’ or ‘supports’ the work of white-led organisations. This includes:</p>	<p>VAWG sector organisations recognise the inequality caused by appropriation and the subsuming of Black and minoritised women’s services into white-led services. White-led organisations are active in</p>	<p>Our organisation commits to these principles:</p> <ul style="list-style-type: none"> • Supporting the need for autonomy and structural independence of ‘by and for’ Black and minoritised women’s services;

⁸ <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

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<ul style="list-style-type: none"> • White-led organisations creating services and projects for specific communities, failing to recognise the quality and value of ‘by and for’ services in meeting these needs. • White-led organisations use the diversity of their workforce to evidence expertise or specialism, undermining the unique value of ‘by and for’ services. 	<p>recognising the autonomy, expertise, knowledge and experience of Black and minoritised women’s organisations and ending the appropriation of their work.</p>	<ul style="list-style-type: none"> • Anti-racist principles are included in our strategies to ensure recognition, protection and equal representation and participation of ‘by and for’ organisations; • Where lived experience forums exist within the organisation for advocacy and campaigning purposes, we ensure survivors involved in these forums are meaningfully included in organisation’s power and decision-making structures, and I actively support the structural independence of these spaces if that is the preference of survivors. • Always ask ‘who is the true owner of this work?’ before embarking on it. An anti-racist approach recognises and prioritises the autonomy, participation and leadership of ‘by and for’ Black and minoritised women’s organisations in work that is best delivered through their expertise, knowledge and specialism i.e. “nothing about us without us”. • Develop a shared understanding of how cultural appropriation works within the VAWG sector and the additional steps required to end it.
<p>REPRESENTATION & ENGAGEMENT - Key Issues</p>	<p>What does an anti-racist approach look like?</p>	<p>Commitment</p>
<p>At both national and local level, structural inequalities mean that Black and minoritised women’s</p>	<p>Effective and equitable decision making requires Black and minoritised women’s organisations</p>	<p>Our organisation commits to:</p> <ul style="list-style-type: none"> • Demand that national and local strategic partnerships,

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<p>organisations have less power, voice and visibility. This results in:</p> <ul style="list-style-type: none"> • Black and minoritised women being unrepresented within decision making spaces, from meetings to consultation processes, which means the experiences and inequalities facing their organisations and the survivors they support are not discussed. • White-led organisations not consistently challenging the exclusion of Black and minoritised women’s organisations, and often fail to deliver diversity of thought and articulate the experiences of Black women and the structural inequalities and hostile environment they face. <p>Representation can be tokenistic - used to serve the purpose of a project, event or piece of work rather than a meaningful process of engagement.</p>	<p>being visible and represented, as they have unique expertise and bring critical analysis of structural inequalities and oppression. White-led organisations are active in disrupting power imbalances and ensuring safe space and diversity in decision-making spaces, by recognising and addressing the contexts and practices that perpetuate exclusion.</p>	<p>forums or meetings include representation from organisations working ‘by and for’ Black and minoritised women, and that their time and expertise is compensated.</p> <ul style="list-style-type: none"> • Learn from the structural analysis that Black and minoritised women’s services bring to decision making spaces, and deliver this if they are not present. • Stand in solidarity with the challenges that my Black and minoritised sisters raise in decision-making spaces, acknowledging the power imbalances within the sector and the importance of ending ‘white silence’ in tackling racism and oppression. <p>We commit to understand and identify the reality of systemic state racism and its disproportionate impact on Black and minoritised women; evidencing this analysis by respecting its primacy in engagement with state agencies and the need to challenge its impacts through appropriate measures that empower Black and minoritised women.</p>
<p>LEADERSHIP & GOVERNANCE – Key Issues</p>	<p>What does an anti-racist approach look like?</p>	<p>Commitment</p>
<p>White-led organisations dominate the VAWG sector and their internal governance and operations uphold white supremacy. As in the wider charity sector^[7], Black and minoritised women are under-represented in</p>	<p>Leadership and governance in VAWG sector organisations demonstrates direct accountability towards challenging the perpetuation of white supremacy. The chief executives, trustees</p>	<p>We commit to:</p> <ul style="list-style-type: none"> • Nurture and support the next generation of Black and minoritised women leaders within the VAWG sector.

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<p>positions of leadership within the sector.</p> <p>Black and minoritised women within white-led organisations have documented institutional racism within organisations, barriers to progression, and a lack of safety, trust and respect.</p> <p>Work by Black and minoritised women within white-led organisations carry the burden of anti-racism work within their organisations without adjustment for the additional workload and recognition of the emotional toll.</p> <p>White-led organisations do not respond appropriately when concerns about racism are raised through their internal complaints and grievance procedures.</p>	<p>and senior leadership of the VAWG sector is truly reflective of the survivors we exist to support. White-led organisations overhaul institutional racism within their organisations, scrutinising and changing organisational practices that lead to black and minoritised people and organisations being treated unequally.</p>	<ul style="list-style-type: none"> ● Where it is not legally possible to employ Black and minoritised women as a result of insecure immigration status, to work with them in an empowering way so that that they can shape and lead the work of the organisation as genuine valued partners. ● Hold board level commitment and ownership of race equality progress within our organisation, and establish a dedicated working group on equity, diversity and inclusion to lead change. ● Develop systemic approaches to ensure diversity, equity and racial inclusion at all levels and in all areas of the organisation. ● Lead an ongoing process of learning and reflection of power, privilege and white supremacy in order to identify structural, cultural and policy barriers to racial equality within our organisation. ● Reject the use of 'BAME' or 'BME' within our reporting in favour of disaggregating information, so that it is clear who is represented and at what level, appropriate to the organisation and whilst fully protecting anonymity of staff and volunteers. ● Ensuring Black and minoritised staff are confident in the procedures for reporting and redressing racism within our organisation, considering the use of independent and third-party mechanisms. ● Ensure our recruitment and progression processes are anti-racist; valuing lived and
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		intersecting experiences and insight and providing opportunities for progression which tackle structural inequality within organisations.
POLICY & INFLUENCING – Key Issues	What does an anti-racist approach look like?	Commitment
<p>White feminist analysis remains predominant within our sector and results in policy positions, recommendations and partnerships which fail to tackle the multiple forms of oppression that Black and minoritised women experience. This includes, but is not limited to:</p> <ul style="list-style-type: none"> • Failure to recognise the particular ways in which the criminal justice system and other public bodies such as social services departments respond to Black and minoritised women. This includes, but is not limited to, taking up an immigration enforcement role, disbelieving women’s accounts of abuse, viewing women’s accounts through the lens of cultural stereotypes, failing to address language barriers in service provision. • Failure to keep in mind the wider context of systemic racism within the police and other public bodies, in particular the “over-policing” of Black and minoritised communities and the impact this has on levels of trust in the police and other state agencies by people from Black and minoritised communities. 	<p>The VAWG sector centres an intersectional approach and analysis within our policy, campaigning and public affairs work to challenge structural inequalities and racism. White-led organisations recognise and actively challenge how structural inequality is upheld and driven by the state and understand that state agencies are not neutral actors in these structures.</p>	<p>Our organisation commits to:</p> <ul style="list-style-type: none"> • Go beyond looking at ‘gender’ alone and centre multiple forms of oppression – including on race, class, faith, immigration status, disability, sexuality. This is reflected in minutes, content and agendas of meetings. • Always consider the specific needs of Black and minoritised women and also any differential impacts of ‘mainstream’ approaches upon Black and minoritised women within our policy work. • Take a ‘do no harm’ approach to our policy development, always assessing the additional and ‘incidental’ risks and impacts of policies on Black and minoritised communities and aiming to end structural inequalities, and not compound them, through our policy and influencing work.
COMMUNICATIONS – Key Issues	What does an anti-racist approach look like?	Commitment

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<p>Communications within the VAWG sector are dominated by hierarchy and not built on the openness, honesty, trust and the respect needed to ensure that Black and minoritised women and organisations can equally participate.</p> <p>The current hostile media environment perpetuates narratives and stereotypes which subordinate Black and minoritised women. The VAWG's sectors external communication and awareness raising work does not effectively challenge this, speak to all survivors, and is often not even accessible to all either. Examples include:</p> <ul style="list-style-type: none"> • The under-representation of Black and minoritised women's organisations in media reporting; • The whiteness of imagery surrounding VAWG. • The lack of consistent translation of information and support resources within the VAWG sector. 	<p>The VAWG sector communicates in a truly inclusive way which enables the full and equal participation of Black and minoritised women and organisations. External communications speak to the multiple oppressions and barriers facing black and minoritised women and girls experiencing gender-based violence, are fully accessible and enable them to access information and support.</p> <p>White-led organisations recognise and actively tackle power imbalances within current communications. They commit to deliver the capacity and resources required to tackle under-representation in the media and wider public sphere, sharing power and influence.</p>	<p>Our organisation commits to:</p> <ul style="list-style-type: none"> • Recognise and redress how our meeting spaces and other forms of communication within the VAWG sector uphold hierarchies and power imbalances. • Deliver consistently accessible communications and resources for survivors, tackling the barriers that women experiencing multiple forms of oppression face in accessing support. • Disrupt the power imbalances within the sector's media and publicity work by sharing space, power and resources with Black and minoritised women's organisations. • Support Black and minoritised women with lived experience to speak out, ensuring they are treated as experts on their situations within the media and communications. • Challenge media outlets on hostile reporting and ensure they are developing meaningful pathways of representation and engagement for Black and minoritised women.
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[1] Imkaan, 2017, Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector, London. Imkaan.

[2] Thiara, R. and Roy, S. (2012) Vital Statistics 2: Key Findings Report on Black, Minority Ethnic and Refugee Women's and Children's Experiences of Gender-Based Violence, London: Imkaan

[3] Imkaan. 2018. From Survival to Sustainability. Black Services Matter. London. Imkaan.

[4] Women's Aid (2020) The Domestic Abuse Report 2020: The Annual Audit, Bristol: Women's Aid.

[5] Imkaan, 2017, Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector, London. Imkaan.

[6] <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

[7] <https://www.acevo.org.uk/publications/home-truths/>

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SECTION 4 – SUMMARY OF ACTIONS FROM SECTION 3

Table 2: Summary of actions from Table 1 with cross referencing to Charter

Action	Sections of Charter the action relates to
Principles and commitments to fairness and equality in resources are developed within the VAWG sector at local/national level between white-led organisations and 'by and for' Black and minoritised women's organisations	Funding Appropriation
Support a shared statement and vision to funders and government that we need 'by and for' Black and minoritised women's organisations	Funding
Work to ensure sector-wide meetings (local/ national and international) include invitations to 'by and for' Black and minoritised women's organisations	Partnerships & Collaboration
Events including seminars/ conferences/ workshops include the voices of Black and minoritised women	Partnerships & Collaboration
Partnerships are equitable and ensure representation and input starts with 'by and for' Black and minoritised women's organisations.	Funding Partnerships & Collaboration
Partnerships agree shared approaches to conflict resolution based on shared commitments at the outset.	Funding Partnerships & Collaboration
White-led organisations ensure they are not appropriating from Black and minoritised women's services by questioning 'who is the true owner of this work?' before embarking on it.	Appropriation
Survivor and children engagement in services is representative (KPIs - i.e MARAC data)	Representation & Engagement
Every organisation signed up to the Charter establishes an equity, diversity and inclusion (EDI) working group (or work is taken on by an existing appropriate alternative internal working group) with a permanent mandate to report to their Board of trustees at agreed intervals	Leadership & Governance
Develop a best practice approach to monitoring and reporting on diversity, lived experience and protected characteristics within our organisation, including on race pay gaps, representation, recruitment and promotion. Processes should be appropriate to the organisation and fully protect the anonymity of staff and volunteers.	Leadership & Governance
EDI working group to input into responses of any individual complaint made relating to racism and structural inequalities and to audit how the organisation responds to, and redresses, complaints. If staff are not confident in internal reporting processes, an independent or third party mechanism is considered.	Leadership & Governance

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Every organisation signed up to the Charter ensures that its strategic objectives and the outcomes of its work are based on an intersectional analysis, address the needs of the Black and minoritised survivors it works with or on behalf of, and that mainstream work of the organisation does not have a differential impact on Black and minoritised survivors	Leadership & Governance
Senior management and board members at white-led organisations educate themselves on anti-racist principles and issues relevant to our sector, using materials collated by the sector-wide anti-racism group and made available in a shared sector-wide space, to be kept updated.	Leadership & Governance
Senior management and board members at white-led organisations provide opportunities to educate staff and others (eg volunteers, interns, consultants etc) on anti-racism principles and issues affecting our sector, and spaces for ongoing reflection on white privilege and white supremacy.	Leadership & Governance
Organisations signing up to this Charter can make use of a standard tool to assess their own performance internally [referred to as a BAME Barometer in the literature]	Leadership & Governance
Recruitment and progression is anti-racist, adopting anti-racist practice and striving to achieve equitable representation at every level including volunteers, interns, staff, consultants and board members	Leadership & Governance
The board of trustees is representative, with consideration by the Chair and founding /existing trustees of what would be representative for the organisation.	Leadership & Governance
The staff team is representative, with consideration by the board of what would be representative for the organisation.	Leadership & Governance
Establish sector-wide informal mentoring or support groups or “affinity networks” for Black and minoritised women working within white-led organisations, hosted by second tier organisations. These groups or networks may offer mentoring by more senior to more junior Black and minoritised women working across different organisations within the sector. Such groups may also offer Professional development opportunities and empowerment programmes outside of staff’s own organisations.	Leadership & Governance
The work of second tier organisations on mentoring and support networks to be funded through contributions from across the sector.	Leadership & Governance
White-led organisations to enable their Black and minoritised staff to participate in affinity networks within working hours and to have their workloads adapted accordingly. White-led organisations to value and	Leadership & Governance

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make space for white ally-ship work by their staff within and outside the organisation.	
Black and minoritised women who contribute to anti-racism work internally within their own organisations to have this work valued, including its emotional toll, and their workloads adapted in recognition of the additional demands.	Leadership & Governance
Black and minoritised women's organisations are prioritised for consultancy to white-led organisations on how to carry out anti-racism work such as racial equity impact assessments or EDI assessments, and/or provide mentoring or empowerment programmes – such consultancy work to be paid for or provided on skills-swap basis.	Leadership & Governance
Second tier organisations to provide a shared space for member white-led organisations to showcase EDI or other anti-racism work, to provide ideas and good practice examples and promote discussion on strategies.	Leadership & Governance
Second tier organisations to provide a shared space for member white-led organisations to report back on race pay gaps, progress on EDI and other anti-racism work as a mutual accountability framework for white-led organisations, as inspiration to one another, also visible to their sister Black and minoritised women's organisations. Such a shared space will also facilitate honest debate and mutual learning in the context of shared striving for progress.	Leadership & Governance
Always consider any differential impacts of policy proposals on Black and minoritised women and others facing intersecting oppressions, as well as whether their particular needs are reflected in policy positions.	Policy & Influencing
White-led organisations seek out the expertise of Black and minoritised women's organisations and co-ordinate policy strategy with them. Black and minoritised women's organisations be credited and remunerated for their expert contributions to policy and influencing work wherever possible.	Policy & Influencing
White-led organisations seek the input of Black and minoritised women in policy forums such as working groups, reference panels and Government consultations, with time and expertise compensated.	Policy & Influencing
Redress the under-representation of Black and minoritised women on platforms and spaces to which we are invited. This includes ensuring Black and minoritised women's involvement and voices in events we organise and questioning under-representation where we are guests.	Policy & Influencing

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White-led organisations share contacts of influential individuals such as journalists, politicians and key government officials with Black and minoritised women's organisations.	Policy & Influencing
Communications (written, media or presentation) at a local and national level are representative of Black and minoritised women, and funding bids ensure this is included so resourced properly.	Communications
Organisations deliver accessible communications and resources for survivors, including building in translation costs to the outset of our projects.	Communications
White-led organisations share media and publicity opportunities with Black and minoritised women's organisations.	Communications
White-led organisations always direct journalists to Black and minoritised women's organisations first on issues impacting Black and minoritised women.	Communications