

VAWG Sector Anti-Racism Charter

1. VISION

The Charter accompanies the Call to Action and sets out a vision of an anti-racist approach translated into action and accountability in the Violence Against Women and Girls (VAWG) sector in England and Wales. 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. 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. 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 collaboration¹ 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 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 and Black and minoritised women experiencing VAWG to access their rights.

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

¹ Imkaan, 2017, *Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector*, London. Imkaan.

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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.

A summary of the **actions** in Table 1 in section 3 is contained within Table 2 in section 4. This summary should assist organisations to focus on next steps and practical implications of the charter. There is nothing new in section 4, only a set of practical steps.

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 the Call to Action to work together on a roadmap that includes developing a timetabled action plan that defines priorities and an 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: Here are 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.²</p> <p>The level of funding they receive - and the way it is delivered through highly problematic competitive tendering and commissioning practices - reinforces and embed the unequal position of Black and minoritised women’s organisations within the sector:</p> <ul style="list-style-type: none"> • 25 Black and minoritised women and girls’ organisations shared an annual income of £10 million in 2017 (averaging £400,000 per organisation). Ten generic white women’s organisations shared an income £25 million (averaging £2.5 million per organisation).³ • There are currently just 32 refuges in England which are run specifically for Black and minoritised women, and not all of these are led ‘by and for’ the 	<p>An anti-racist approach recognises that a structural problem requires a structural response of solidarity with a collective agreed approach to use our power, agency and responsibility to make change happen.</p> <p>It recognises the vital need for specialist ‘by and for’ Black and minoritised women’s services; that they face severe and unequal threats to their survival due to structural inequalities and white metrics; 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 from the start of the commissioning cycle where they are perpetuating inequality.</p> <p>Under an anti-racist approach, the sector works together to reshape the funding landscape to ensure truly equitable distribution of funding and resources that provides an alternative to ringfenced</p>	<ul style="list-style-type: none"> • <i>‘We will not apply for funding if we are in competition with each other’</i>: white-led organisations must consider the wider sector needs and their position of privilege when bidding or seeking commissions at a local or national level. This means actively ensuring that proposed bids will not undercut or be detrimental to provision by specialist ‘by and for’ Black and minoritised women’s organisations. It can also include challenging funders who perpetuate this approach or providing assistance to Black and minoritised women’s organisations in putting together applications in view of the different pressures it places on organisations. • We will use our organisation’s power to ensure that the design of a funding, commissioning, or tendering process is inclusive of organisations led ‘by and for’ Black and minoritised women, and challenge and hold state agencies or other funders to account where it is not.

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.

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<p>communities they support.⁴ The legacy of systemic de-investment and decommissioning of refuges led 'by and for' Black and minoritised women results in these services unable to meet demand from survivors who need them.⁵</p> <p>'Equitable distribution' is only meaningful if it confronts 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. A further example is the revolving-door of privilege 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>Fixing 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>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 challenge funding and commissioning practices that perpetuate exclusion.</p>	<ul style="list-style-type: none"> • If our organisation participates in such a process, we commit to ensure 'by and for' Black and minoritised women's services are meaningfully involved as co-creators in the design of a partnership or consortium bid and not as an add-on or afterthought. • Our organisation commits to truly recognise and reimburse Black and minoritised women's services, and pay them for their labour in educating us, reviewing our work or providing their expertise to our projects. • Our organisation will challenge practices in relation to lead partners that are detrimental to specialist 'by and for' Black and minoritised women's organisations. This will include challenging funders who are perpetuating inequality by denying this role to Black and minoritised organisations through design e.g. via white metrics; and, questioning top slicing/lead partner allocations to white-led organisations that are detrimental to equitable distribution. • Support a shared statement and vision to funders and government that we need 'by and for' Black and minority women's organisations and their centrality to the VAWG sector, and we demand the end of funding and
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⁴ Women's Aid (2020) The Domestic Abuse Report 2020: The Annual Audit, Bristol: Women's Aid.

⁵ Imkaan (2020), The Impact of the Dual Pandemics: Violence Against Women and Girls and COVID 19 on Black and Minoritised Women and Girls, London: Imkaan.

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		commissioning processes that perpetuate inequality.
PARTNERSHIPS/COLLABORATION - Key Issues	What does an anti-racist approach look like?	Commitment
<p>Imkaan’s Uncivil Partnerships⁶ 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 BME service provider; • exclusion from local partnership; • policing of feminist credentials; • competition for BME specific funding contracts, and even bullying of staff. <p>At national level, we identify that:</p> <ul style="list-style-type: none"> • There is a white supremacist working culture⁷ within the VAWG sector, which bars us from being truly inclusive and democratic in decision-making. Because of the power of white-led organisations, decisions can shape and steer 	<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 specialism; disrupt and redress power imbalances; and recognise how failure to address the above affects trust. • Conflict management – commitment to: defining shared values and goals

⁶ Imkaan, 2017, Uncivil partnerships? reflections on collaborative working in the ending violence against women and girls sector, London. Imkaan.

⁷ <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

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<p>strategy and priorities within the sector and perpetuate inequalities.</p> <ul style="list-style-type: none"> 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. <p>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>		<p>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.</p> <ul style="list-style-type: none"> 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. <p>Additionally:</p> <ul style="list-style-type: none"> 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.
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> <ul style="list-style-type: none"> White-led organisations creating services and projects 	<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 recognising the autonomy, expertise, knowledge and</p>	<p>Our organisation commits to:</p> <ul style="list-style-type: none"> Never subsume ‘by and for’ Black and minoritised women’s services into our organisation; Never bid for contracts, projects or services which support Black and

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<p>for specific communities, failing to recognise the quality and value of 'by and for' services in meeting these needs.</p> <ul style="list-style-type: none"> • White-led organisations use the diversity of their workforce to evidence expertise or specialism, undermining and undercutting the unique value of 'by and for' services. 	<p>experience of black and minoritised women's organisations and ending the appropriation of their work.</p>	<p>minoritised women alone, unless to support a 'by and for' service as part of a partnership;</p> <ul style="list-style-type: none"> • 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". <p><i>Ideas that need further discussion: How cultural appropriation within the VAWG sector works and needs to change?</i></p>
REPRESENTATION & ENGAGEMENT - Key Issues	What does an anti-racist approach look like?	Commitment
<p>At both national and local level, structural inequalities mean that Black and minoritised women's organisations have less power, voice and visibility. This results in:</p> <ul style="list-style-type: none"> • Black and minoritised women are 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 do not consistently show up and stand up for Black and minoritised women's organisations – they often fail to deliver diversity of thought and articulate the 	<p>Effective and equitable decision making requires Black and minoritised women's organisations 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>Our organisation commits to:</p> <ul style="list-style-type: none"> • Ask where my black sisters are if they are not in a meeting or decision making space, and if they are not included I will refuse to participate. • Demand that national and local strategic partnerships, forums or meetings include representation from organisations working 'by and for' Black and minoritised women, and that their time and expertise is compensated. • Learn from the structural analysis that Black and minoritised women's

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<p>experiences of Black women and the structural inequalities and hostile environment they face.</p> <ul style="list-style-type: none"> 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>services bring to decision making spaces, and deliver this myself if they are not present.</p> <ul style="list-style-type: none"> Stand in solidarity with the challenges that by 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.
LEADERSHIP & GOVERNANCE – Key Issues	What does an anti-racist approach look like?	Commitment
<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 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</p>	<p>Leadership and governance in VAWG sector organisations demonstrates direct accountability towards challenging the perpetuation of white supremacy. The chief executives, trustees 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>	<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. 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 – disaggregating information on Black and other minority ethnic staff to be clear and

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<p>through their internal complaints and grievance procedures.</p>		<p>transparent about who is represented, and at what level.</p> <ul style="list-style-type: none"> • 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 intersecting experiences and insight structural inequality within, and providing opportunities for progression which tackle structural inequality within organisations.
<p>POLICY & INFLUENCING – Key Issues</p>	<p>What does an anti-racist approach look like?</p>	<p>Commitment</p>
<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 	<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"> • Stop 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. • 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

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<p>language barriers in service provision.</p> <p>- 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>		<p>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.</p>
<p>COMMUNICATIONS – Key Issues</p>	<p>What does an anti-racist approach look like?</p>	<p>Commitment</p>
<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

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		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
Non-competition agreements are implemented within the VAWG sector at local/national level between white-led organisations and 'by and for' Black and minoritised women's organisations	Funding Appropriation
White-led organisations ensure that their fundraising strategies are fair and equitable and collaborate with 'by and for' Black and minoritised women's organisations	Funding
White-led organisations support 'by and for' Black and minoritised women's organisations to fundraise by offering experienced fundraiser's time at an agreed number of hours per year (each organisation's commitment to be shared with others signed up to the Charter). This may include seconding fundraising staff, provide coaching/ training and development on fundraising and how to influence policy by funders.	Funding
White-led organisations share fundraising/ commissioning contacts with 'by and for' Black and minoritised women's organisations	Funding
All sector-wide meeting (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
Fundraising bids are done equitably to ensure representation and input starts with 'by and for' Black and minoritised women's organisations	Funding Partnerships & Collaboration
Funding partnerships are initiated following transparent discussion on principles of truth-telling and respect, openly addressing allocation of roles and resources on an equitable basis to which partners commit going forwards	Funding Partnerships & Collaboration
Partnerships agree shared approaches to conflict resolution based on shared commitments at the outset	Funding Partnerships & Collaboration
Collectively those signed up to the Charter find agreement and action around any funding streams to be avoided due to reasons of embedded structural inequalities (for example Prevent)	Funding Partnerships & Collaboration
White-led organisations never subsume 'by and for' Black and minoritised women's services into their organisation	Funding Partnerships & Collaboration Appropriation
White-led organisations never bid for contracts, projects or services which support Black and minoritised women alone, unless to support a 'by and for' service as part of a partnership	Appropriation

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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
EDI working group audit, analyse and publish transparent and disaggregated data on diversity, equity and inclusion within organisation - including race pay gaps, representation, recruitment and promotion – and develop targets as required. EDI working group feedback and audit to feature in all annual and other periodic strategy reviews, both in relation to internal development of the organisation and its outward facing work.	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
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

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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 make space for white ally-ship work by their staff within and outside the organisation.	Leadership & Governance
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

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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
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