



ANTI-RACISM & EQUITY CARTA

The majority of the people around the world are not white and yet notions about white superiority are still deeply rooted in the psyche and embedded in our societies, institutions and systems, still influential and prevalent in our organisation too that have the ability to create collective change.

Ethnicity - a social construct, context group or category of the population that, in a larger society, is set apart and bound together by common ties of race, language, nationality, or culture.

Human race - racial categories as socially constructed, that is, race is not intrinsic to human beings but rather an identity created, often by socially dominant groups, to establish meaning in a social context. Different cultures define different racial groups, often focused on the largest groups of social relevance, and these definitions can change over time.

Charities Against Racism are committed in its aim to level up inequities for equity, racism for all embracing. Charities against racism are committed to ending racism.

BASIC COMMITMENTS ANTI-RACISM

Anti-Racism

This policy is intended for Charities Against Racism and all organisations, businesses and institutions to adopt and to officially denounce racism and all racial inequities. Racism is defined as any program or practice of discrimination, segregation, persecution or mistreatment based on a race or ethnic group as a social structure created for the purpose of one ethnic group dominance over another. Charities Against Racism's Anti-racism & Equity Carta is designed to dismantle systemic and systematic, institutional and structural racism that exists throughout, within businesses, departments, workplaces, the criminal judicial and educational system, in societies.

Racial equity means the absence of organisational, institutional and structural barriers experienced by people based on race or colours that have impeded access, opportunities, promotion and results. Charities Against Racism understands that communities of colour have experienced centuries of systemic oppression.

Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. Charities Against Racism is committed to altering systemic power and privilege dynamics and structures in order to hear and elevate underrepresented voices and to recognise and eliminate bias.

Furthermore, Charities Against Racism is committed to non-discrimination with regard to sex, gender, race, colour, national origin, disability, religion, age, physical or mental genetic information, sexual orientation, gender, identity or expression, political affiliation or any categorised classification protected by applicable law.

This attitude and commitment will prevail in all policies and practices concerning racism towards employees, staff, individuals, services and entities with whom the charities do business.

RACISM BASIC COMMITMENTS

EQUITY

Charities Against Racism abides by this policy in an effort to eliminate intolerance, inequities and social disparities in the workplace, organisations, businesses, society. We see Charities Against Racism as organisations for diverse opportunities, where all employees, staff are supported in reaching their fullest potential. Charities Against Racism acknowledges that complex societal and historical factors contribute to inequities throughout societies, within our, educational system, workplaces, businesses and across nations. Charities Against Racism, are intentional in their efforts of replacing the factors including racism, discrimination, and prejudice with attitudes and behaviours that reflect acceptance, belonging, compassion, integrity, understanding, fairness, cooperation, respect and humanity.

DEFINING EQUITY

Charities Against Racism equity means that all students, employees, staff receive what they need to develop to their full potential in the workplace and social potential.

Working towards equity involves:

1. Ensuring equally high outcomes for all participants in our systems; removing the predictability of success or failures that currently correlates with any social or cultural factor.
2. Interrupting and dismantling harmful or inequitable practices and policies, examining biases and creating a truly inclusive multicultural Charities Against Racism environment for adults that our children can look to each taking up the mantle.
3. Discovering and cultivating the unique gifts, talents and interests that every human possesses.

Charities Against Racism sets forth a series of expectations with regard to equity in our organisations that are charities against racism.

Charities against racism will take measures to:

- Develop and promote a culture of high expectations for every, employee and staff member
- Identify and work to eliminate inequities in access to opportunities and opportunity gaps
- Ensure that personal characteristics (real or perceived) will not predict any individual's career outcomes
- Actively recruit, support, and retain a diverse workforce
- Actively train and support all administrators, employees and staff in implementing this policy including culturally affirming and relevant environments and workplaces
- Engage with employees, staff and the entire workforce to build and sustain a culture that embodies the ideals of this racism and equity policy
- Work to equitably allocate resources to accomplish strategic plan goals.

The subscribing charity will develop and implement a system-wide equity plan with clear accountability and disaggregated metrics. Accountability measures will include division-wide equity goals. Charity and administration will identify key focus areas including equitable promoting rates as well as interpersonal areas such as employees' discipline and staff diversity. The charity will annually revisit the areas of focus for our equity work. The charity shall regularly report progress on the plan and outcomes to the Charities Against Racism. The charity's strategic plan will directly align with this policy.

When subscribers to Charities Against Racism fully implement these policy it will lead to long term change for society in helping to eradicate the ramifications of racism effecting black people.

