

Anti-racism workshop, Monday 15th November, 1.30pm–3pm

Follow up info

Anti-racism

One of the biggest challenges for all organisations in the wake of the Covid-pandemic is how to respond to the pandemic of racism. Nowhere is this more urgent than in the charity sector, which grapples with a legacy and current reality of institutional racism.

We are long overdue conversations about power and privilege, and how the structures and cultures in our organisations, sometimes steeped in colonial heritage, reinforce inequality in the sector. We need to build awareness, and our effectiveness in dismantling these structures.

Workshop objectives

As part of the lead up to the NACCOM AGM, this workshop was designed for members who are committed to improving their anti-racist practice. It will provide an opportunity, alongside your peers, to think through what that means for you personally and for your organisation.

Specifically, the 90 minute session aimed to help:

- understand how racism shows up in the sector, including through white saviourism
- envisage what an organisational approach to anti-racism should encompass, and
- learn from the experiences of one member organisation (ASSIST Sheffield) along their anti-racism journey.

Graham Millar (Executive Director of ASSIST Sheffield) talked about ASSIST's recently launched Anti Racist Statement and why they wanted to develop one. Here is a link to the organisation's statement: [ASSIST Anti-racist-statement](#)

Pre-reading

To help you get the most from the session, we invite you to look at these ahead of time:

- Video: The myth of race (7 mins) <https://www.bbc.co.uk/programmes/p09wrnjn>
- 2014 Article: [The Paradox of diversity in social justice organisations](#)

Key takeaways

- We operate in a society with structural and institutional racism and therefore have to acknowledge that context as we work towards our own organisational anti-racism
- While there are clear links, we should not 100% conflate anti-racism work with engagement with experts by experience,
- Read the [ACEVO Home Truths](#) report.
- I also loved ASSIST Sheffield's idea of doing an internal audit of how they were engaging with experts by experience and where decisions were being made in the organisation.

We are looking forward to continuing to support the network on their individual organisational journeys towards anti-racism, as well as continuing on that road ourselves.