

# Anti-Racism Strategy

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# CEMVO Scotland

- We are a national intermediary organization with a network of over 600 EM voluntary sector organisations.
- We build capacity of EM voluntary sector and EM communities.
- Some of our current programs include:
  - Capacity Building and Infrastructure Development Research
  - Race for Human Rights Program
  - Environmental Race Equality Program
  - Social Enterprise Support
  - Steps into Employment
  - Young People's Program
  - Ethnic Minority Environmental Network
  - Civic and Democratic Engagement
  - Ethnic Minority Women's Network
  - Financial Capability Program

# What is Anti-Racism?

- Anti-racism is the active work to oppose racism and to produce racial equity – so that racial identity is no longer a factor in determining how anyone fares in life
- Being anti-racist means supporting an anti-racist policy through your actions.
- Anti-racism is not about replacing one form of inequity or unfairness with another.

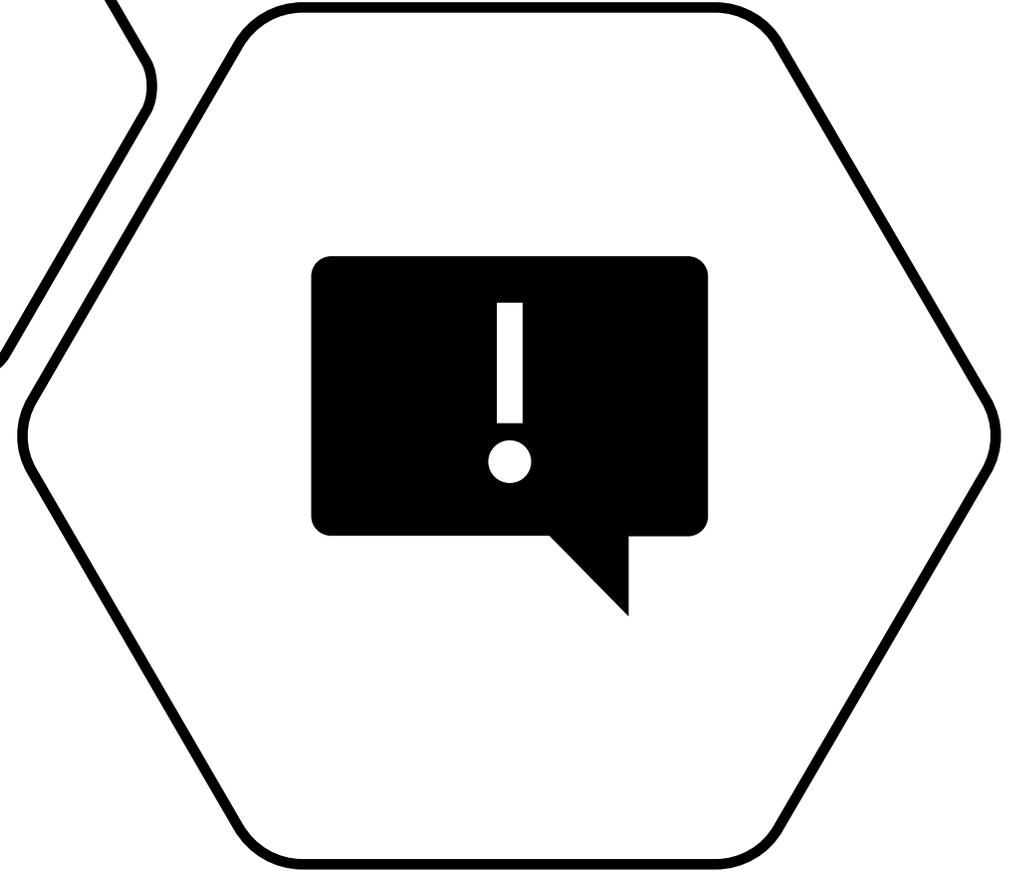
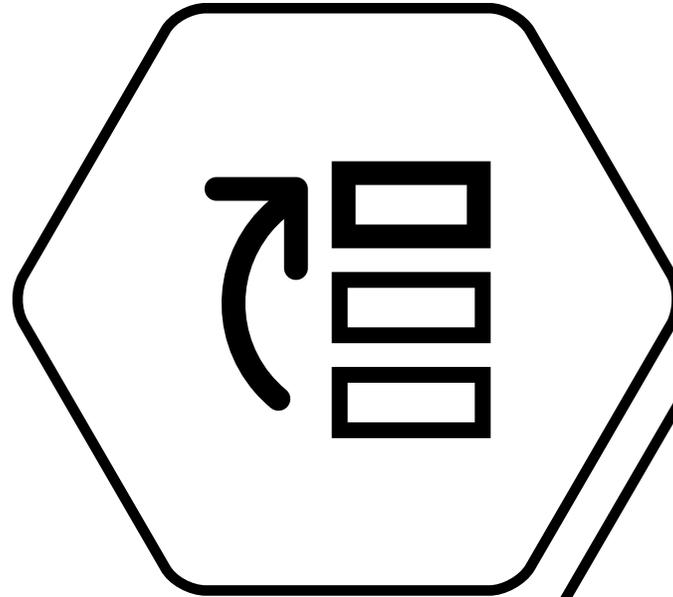
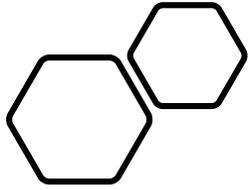


# Why should you have an Anti-Racism Strategy?

- Workplace inclusion is essential, but racism needs to be expressly addressed.
- Systemic change is necessary to tackle the fundamental ways an organization operates, including its policies and processes.
- Its not just the 'right thing to do' - a professional environment that disables people from diverse backgrounds risks underutilization of talent through a failure to enable everyone to achieve their potential and contribute fully.

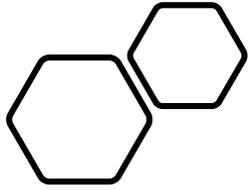
Working towards  
an Anti-Racism  
Strategy





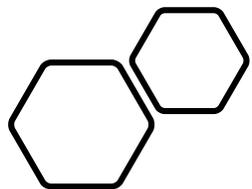
# Prioritize

- Dedicate resources.
  - Factor in Anti-Racism work at all times.
- ....Simply because if you have not decided that Anti-Racism work is a priority then you probably should not be working on it meaninglessly.



# Investigate

- What does your organization mean to you?
- What is your organizational culture like?  
What are some of your core values and shared beliefs that guide your ways of working?



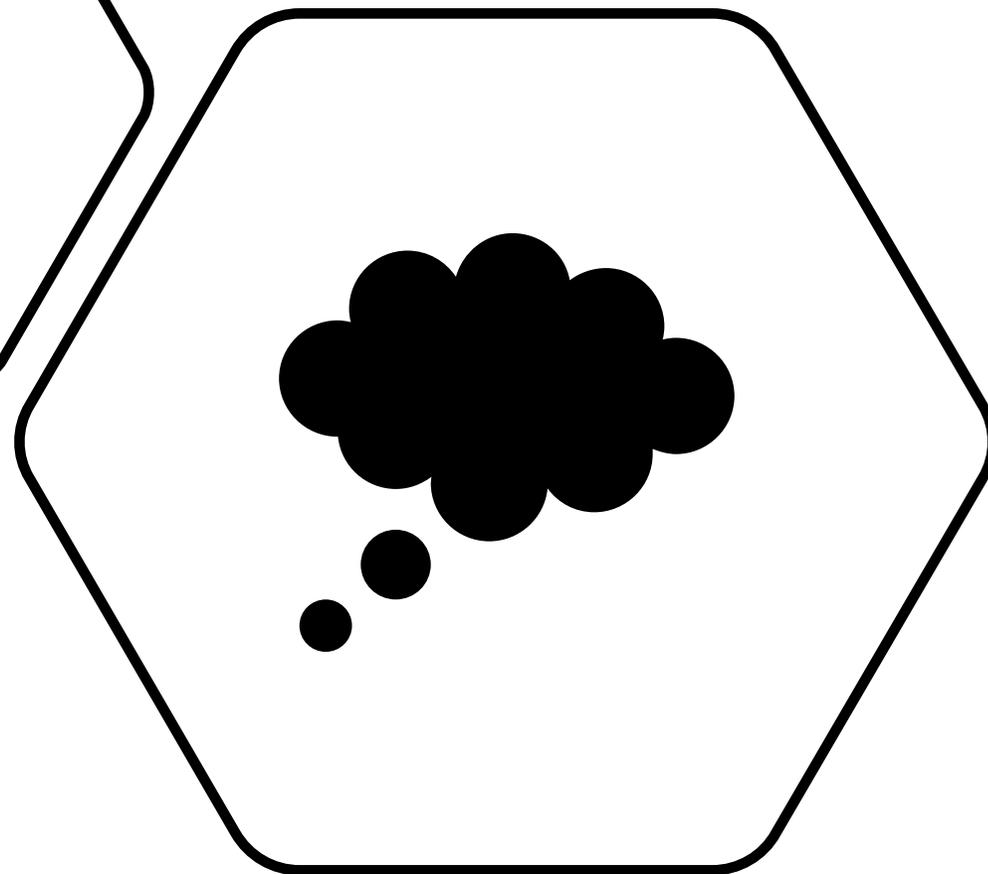
## What did our staff say?

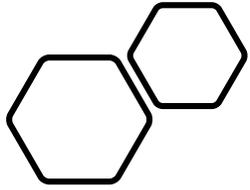


“We are an intimate organisation that treats everyone like family. It’s a place for hard conversations and cultural freedom.” Capacity Building Officer

“CEMVO is a place which is open to new ideas and doesn't get bogged down in looking backwards - we are always looking for new opportunities. CEMVO gives its staff the flexibility to work in a way which allows them to flourish and gives staff ownership of their projects so that they can get things done effectively.” Environmental Projects Coordinator

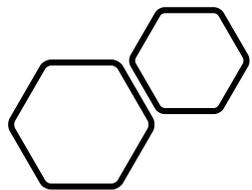
“The organisational culture at CEMVO is one which is collaborative and supportive - everyone knows what the other is working on and is willing to assist with their skillset and contacts to help their colleague reach their goals. The culture is informal, friendly and one which recognises everyone's strength and what they bring to the CEMVO table.” Environmental Race Equality Officer





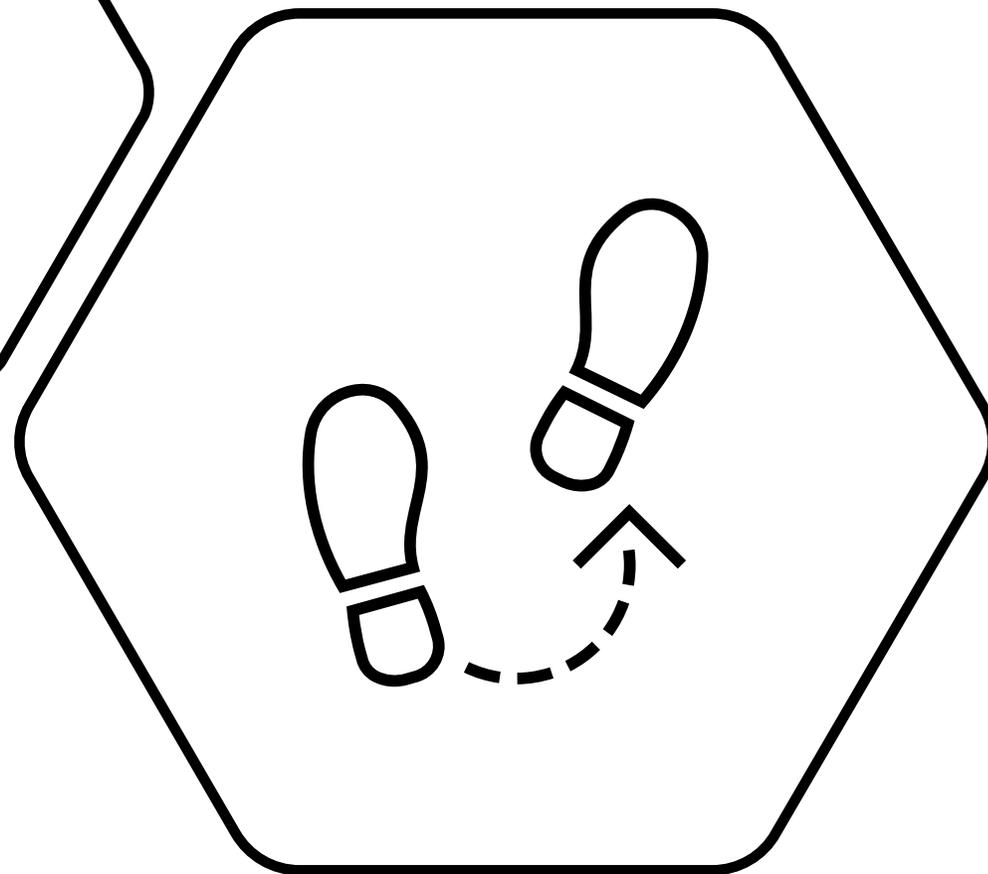
# Investigate

- All efforts to combat racism will be guided by your organizational values.
  - Make a genuine effort to adding racial and cultural awareness to your core values
  - Publicly stipulate your organization's position on anti-racism



## Co-create a systemic approach for practical action

- Avoid ad-hoc and narrow steps towards racial inclusion.
- Use existing information to guide the creation of a systemic action plan that is principles-based and outcomes-driven.
- Work on your supply chain.



If you are comfortable, you  
are not growing.

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Fear

Unlearning

Growth



# Silence is harmful.

- “For those of us who are White, it is uncomfortable to confront how our whiteness has privileged us in many ways. It is uncomfortable to consider how institutions have privileged us over others. However unpleasant it feels, we should embrace this discomfort. It is a gift, a sign that we are unlearning the biases and prejudices we inherited from the societies we grew up in, and we can start making genuine change. It starts with facing the parts of us we least want to, seeing them clearly, and committing to grow.”

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