



RASASC
Rape & Sexual Abuse Support Centre
RAPE CRISIS SOUTH LONDON

Rape Crisis South London Anti Racism Statement

In 2021 RASASC signed up to the VAWG Anti Racist Charter and in line with that is committed to centring anti racism work in the following ways:

- Anti-racism will be a core part of our organisation's strategy, and our board will hold accountability for this.
- We will develop a best practice approach to monitoring and reporting on diversity, lived experience and protected characteristics within our organisation, and develop targets to tackle any issues identified.
- We will ensure Black and minoritised staff and volunteers trust, and are confident in, the procedures for reporting and redressing racism within our organisation.
- Our recruitment and progression approach will be anti-racist - striving to achieve fair representation at every level including leadership, staff, volunteers, interns, consultants and board members.
- Our senior management teams will educate themselves on anti-racism, reflect on white privilege and white supremacy, and provide opportunities for all staff to do so.
- We will actively uphold anti-racist values and practices throughout our work alongside nurturing the contributions from Black and minoritised women within the VAWG sector so that Black and minoritised leadership can grow.
- We will challenge funding equality by refusing to support funding changes that negatively impact 'by and for' Black and minoritised women's organisations and we will not bid directly against 'by and for' Black and minoritised women's organisations for funding.
- We will contribute to addressing power imbalances within our sector, by sharing space, power and resources with Black and minoritised women's organisations.
- We will work towards ending white silence in tackling racism – recognising how structural inequalities and state racism impact survivors, and standing in solidarity with the challenges that Black and minoritised sisters raise with national and local government.
- We will demand that national and local strategic partnerships, forums or meetings include representation from Black and minoritised women 'by and for' organisations.