

Anawim Values



Anti-Racism Statement

“Race and racism is a reality that so many of us grow up learning to just deal with. But if we ever hope to move past it, it can't just be on people of colour to deal with it. It's up to all of us — Black, white, everyone — no matter how well-meaning we think we might be, to do the honest, uncomfortable work of rooting it out.” Michelle Obama

Anawim strongly believes in equality and stands in solidarity with the Black Lives Matter movement. Racism and any other discrimination against black communities and people of colour is dehumanising and unacceptable.

We acknowledge our responsibility to protect the safety of all of our women of colour from violence and abuse at Anawim, and eliminate discrimination, judgement, prejudice and stereotyping towards staff, volunteers, students, trustees and service users within our women's centre.

Whilst stereotyping, bias and assumptions can be unconscious and unintentional, they are extremely damaging to people of colour and perpetuate a dangerous narrative which seeks to endanger the lives of black and minoritised communities.

A culture of accountability and education through honest communication and understanding is key to creating a safe space for all at Anawim. Implementing firm anti-racism measures will be an ongoing process within which we are prepared to listen and learn with compassion and acceptance, a willingness to grow, hold each other accountable and move beyond old patterns of thinking and behaviours.

“The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward” - Ijeoma Oluo

Diversity and Inclusion at Anawim - Moving forward

In addition to Anawim's stance on racism, Anawim will not tolerate and will work to eliminate any racial prejudice or discrimination against all marginalised communities or those of ethnic minorities, religious groups or ethnocultural groups within the organisation.

Moving forward with these clear intentions, Anawim is taking further steps to understand more about the diversity of its teams and how we can better support with any inclusion needs. We are working towards an organisation that feels safe for all and to that end are in the process of creating spaces for staff and volunteers to discuss, learn and feedback on their experiences, and how this may impact on mental health and wellbeing.

We may need to make changes along the way, exploring what works and ensuring that we collaborate with staff teams and outside organisations where necessary and appropriate.

"To bring about change, you must not be afraid to take the first step. We will fail when we fail to try"

Rosa Parks

By bringing people together in a shared space we hope to help each other's understanding of inclusive language and appropriate terminology, challenge unconscious bias and break down barriers to understanding gender identity, race, sexual orientation, disability, ethnicity and other individual experiences. Not only will this help us to establish more diverse teams, ensuring individuals have access to equal opportunities and feel safe to be their authentic selves whilst working at Anawim, but it will also enable our staff to better understand and support the intersectional needs of our service users.

In order to build a more inclusive and diverse organisation we need to first listen to and understand the diverse experiences and inclusion needs of our staff, volunteers, students and trustees, from which we hope to build on and allow for individuals to feed in their experiences around issues that can impact wellbeing and opportunities, and what we can do as an organisation to continuously improve working life for everyone.

"In the pursuit of the principles above, we will endeavour to deliver training and encourage a culture of inquisitiveness to the various cultural identities around us. We commit to strive to be an organisation with strong & inclusive cultural competencies, being understanding of all the religious beliefs, traditions, festivals and differences which make up the variety and diverse nature of us as humans. We will challenge prejudice where it occurs whether it is unconscious or conscious, while being gracious and understanding to the life experiences and histories which have shaped these beliefs. This will require us to be brave and open to understanding the drivers and deep held beliefs that some of us will hold due to religious or cultural practices in our histories. We will seek to do this in as inclusive a manner as possible, not shutting people down from expressing themselves and exploring and bringing into the light thoughts which some may find distasteful. We will seek to work within principles of forgiveness and understanding with a willingness to move on, sometimes agree to differ but never holding a grudge." - Joy Doal, CEO