

BLACK LIVES MATTER

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 organisations too that with the will have the ability to create collective and real systematic 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, used 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.

Black Lives Matter is committed in its push and aim to level up racial inequities in society for equity, parity, equality and justice.

Organisation and Employers we partner with must also be firmly against racism are committed to ending racism and use an equitable and accessible process and application system for fair opportunities to be included and equal chances of selection to succeed.

ANTI-RACISM COMMITMENTS

Anti-Racism

This policy is intended 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. Black Lives Matter Anti-racism & Equity Carta is designed to dismantle systemic and

systematic, institutional and structural racism that exists throughout, is active within businesses, workplaces, the criminal justice and educational system, throughout societies.

DEFINING ANTI-RACISM

Black Lives Matter anti-racism policy means a practice of opposing racism and promoting racial equality for all students, employees, staff and for all our nations citizens to receive equal treatment in the workplace, institutions, learning establishments, care system, in society.

Racial equity means the absence of organisational, institutional and structural barriers experienced by people based on race or colours that have impeded and or denied access, opportunities, promotion as a result. Black Lives Matter understands that communities of colour, Black and Brown citizens have experienced centuries of systemic oppression and this needs to be stopped and stopped immediately.

Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. Black Lives Matter 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, Black Lives Matter is committed to non-discrimination with regards 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, students, individuals and be active with services and entities with whom we do business.

EQUITY COMMITMENTS

Equity

Black Lives Matter abides by this policy in an effort to eliminate intolerance, inequities and social disparities in communities, schools, workplace, organisations, businesses, in society. Black Lives Matter as movement for change, is diverse, for justice and equal opportunities, where all students, employees, staff are supported in reaching their fullest potential. Black Lives Matter acknowledges that complex societal and historical factors contribute to inequities throughout societies, within our educational system, workplaces, judicial system, in businesses and across nations. Black Lives Matter are intentional in their efforts of replacing the factors including racism, discrimination, and prejudice with attitudes, mutual appreciation and tolerance and behaviours that reflect acceptance, belonging, compassion, integrity, understanding, fairness, cooperation, respect and humanity.

DEFINING EQUITY

Black Lives Matter equity means that all students, employees, staff receive what they need to develop to their full potential in schools, the workplace, institutions and in society.

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 environment for adults that our children can look to and each in turn taking up the mantle.
3. Discovering and cultivating the unique gifts, talents and interests that every human possesses.

Black Lives Matter sets forth a series of expectations with regard to equity in institutions and organisations that are against racism.

Intuitions, Organisation, Businesses and Employers 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 subscriber will develop and implement a system-wide equity plan with clear accountability and disaggregated metrics. Accountability measures will include division-wide equity goals. Institutional, organisations, business and administration will identify key focus areas including equitable promoting rates as well as interpersonal areas such as employees' discipline and staff diversity. The subscriber will annually revisit the areas of focus for their equity work. The subscriber shall regularly report accessible and where appropriate publish progress on the plan and outcomes. The subscribers strategic plan will directly align with this policy.

When institutions, organisations, businesses subscribe be actively anti-racist and fully implement these policy it will lead to long term change for society in helping to eradicate racism along with the ramifications effecting Black and Brown people.