

## **Policy Motion on Anti-Racism**

**Proposed:** GCE Board, Education International, Light for the World

1. Equality is fundamental to the work of the Global Campaign for Education.
2. Our movement's focus on campaigning for justice and equality through education and collective action remains today more important than ever.
3. Racism can be defined as any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.
4. We are committed to anti-racism and to rooting out racial prejudice, inequality, discrimination, injustice and hatred at all levels in society and within our movement.
5. We are committed to anti-racist action that will consciously and pro-actively challenge, oppose and seek to eradicate institutional and systemic racial injustice and inequality.
6. We are committed to anti-racist action that ensures we can operate in an environment where racism is not tolerated, where staff and members from all backgrounds are confident and committed to tackling racial prejudice, discrimination, harassment and exclusion, and where diversity is welcomed, celebrated and promoted.
7. We recognise that systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination intersect to create unique dynamics and effects.
8. Racism is multi-faceted and is always evolving. This means that the work of our movement must not stop when it comes to racism. We must remain flexible, agile and ever changing, taking a proactive and reactive stance wherever racism shows up. Through this journey, we must engage with members, activists and staff and ensure we are actively listening and making a change in our movement.

### **Our Commitments:**

1. We commit to listen and treat seriously any complaints made or issues raised. This includes but is not limited to (intentional or unintentional) micro-aggressions, racist language, racist gestures, racial slurs and racist behaviour.
2. We understand that reporting racism can be intimidating. We will make the process of reporting and whistle-blowing clear and straightforward, investigate objectively and respect confidentiality where possible, and resource independent investigation where necessary.

3. We have a duty to protect victims and individuals who have made a report and, where racism is found to have occurred, take appropriate action. Individuals who witness and make a report or participate in good faith in any investigation into racism should not suffer any form of reprisal or victimisation as a result.
4. Our anti-racism work will be properly resourced and we will develop and implement necessary policies and procedures, including ethical guidelines and a code of conduct.
5. We will regularly review our policies and practice and implement training and learning to remain actively anti-racist. Where possible, these will be shared publicly.
6. We will pursue this approach as part of our wider commitment to combatting all forms of discrimination, prejudice and harassment.