Anti-Racism Policy

Policy Statement

Made By Mortals is committed to becoming an anti-racist organisation, actively working to challenge and prevent racism. Their policy recognises racism as a system of oppression, linked to social and institutional power, and is different from racial prejudice or discrimination. Made By Mortals acknowledges the existence of white privilege and believes that addressing systemic inequalities is key to combating racism.

Our Approach:

- **A plan**: a clear set of actions which explains how we will achieve our aims.
- **People**: anti-racism roles and responsibilities defined across the organisation.
- **Understanding & education**: we believe this is key to achieving anti-racism, which is more than 'not being racist'.
- **Communication & engagement**: sharing what we are doing to shape a better future for our Made By Mortals community and society as a whole, and involving key stakeholders in the process.

Our Aims:

These aims outline our commitments and practices that we think will lead us to being an anti-racist organisation:

1. **Embrace & Champion Diversity**
    - Ensure staff and projects reflect the diversity of the communities we serve.

2. **Staff Training & Education**:
    - Appoint an 'anti-racism lead' to ensure that overcoming racism is embedded in all aspects of the organisation.
    - Provide regular anti-racism and race-related training for staff and share learning in the networks and groups in our sector.

3. **Challenge Racism**:
    - Actively seek opportunities to challenge racism throughout every aspect of our business (For example applying for funding or creating products that address racial inequalities).

4. **Workforce and Participant Representation**:

- Strive for a workforce and participants that reflect the ethnic diversity of the communities we serve.

5. **Language Use**:
    - Adopt wording that challenges a racist system of language and does not add to ‘othering’ or ‘minoritising’ people:

6. **Open Conversations and Safe Spaces**:
    - Providing regular, non-judgemental spaces (for staff and participants) for discussion about issues relating to race and discrimination.

7. **Safeguarding**:
    - Safeguarding participants and staff from discriminatory behaviour and recognising the trauma caused by racism.