

Four-step framework to build Anti-Racist Organisations



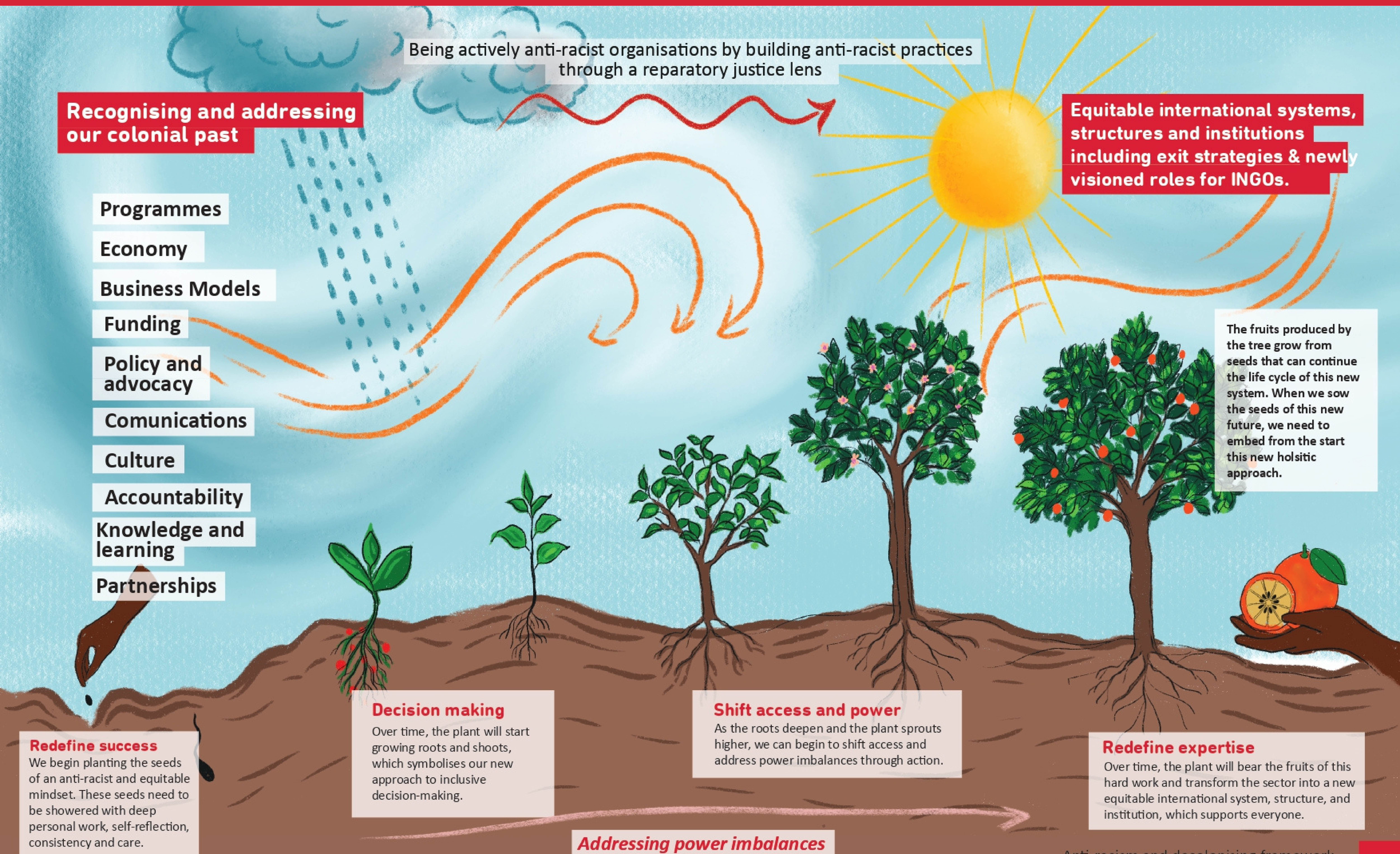
The racial power dynamics in the development & aid sector is a system issue at the global level, yet it has remained a topic that has been under-discussed.

We worked with Bond in their recent online resource, **‘Anti-racism and decolonising: A framework for organisations.’** This framework shares a holistic approach to addressing racism and decolonising the global dev sector by focusing on all dimensions of an organisation.

Adhering to our style of visually representing some of the biggest debates in the development & aid sector, in this project, we used the germination of a seed to a tree as a metaphor to showcase the various anti-racist practices needed at different stages to become/build an anti-racist organisations.



Framework overview

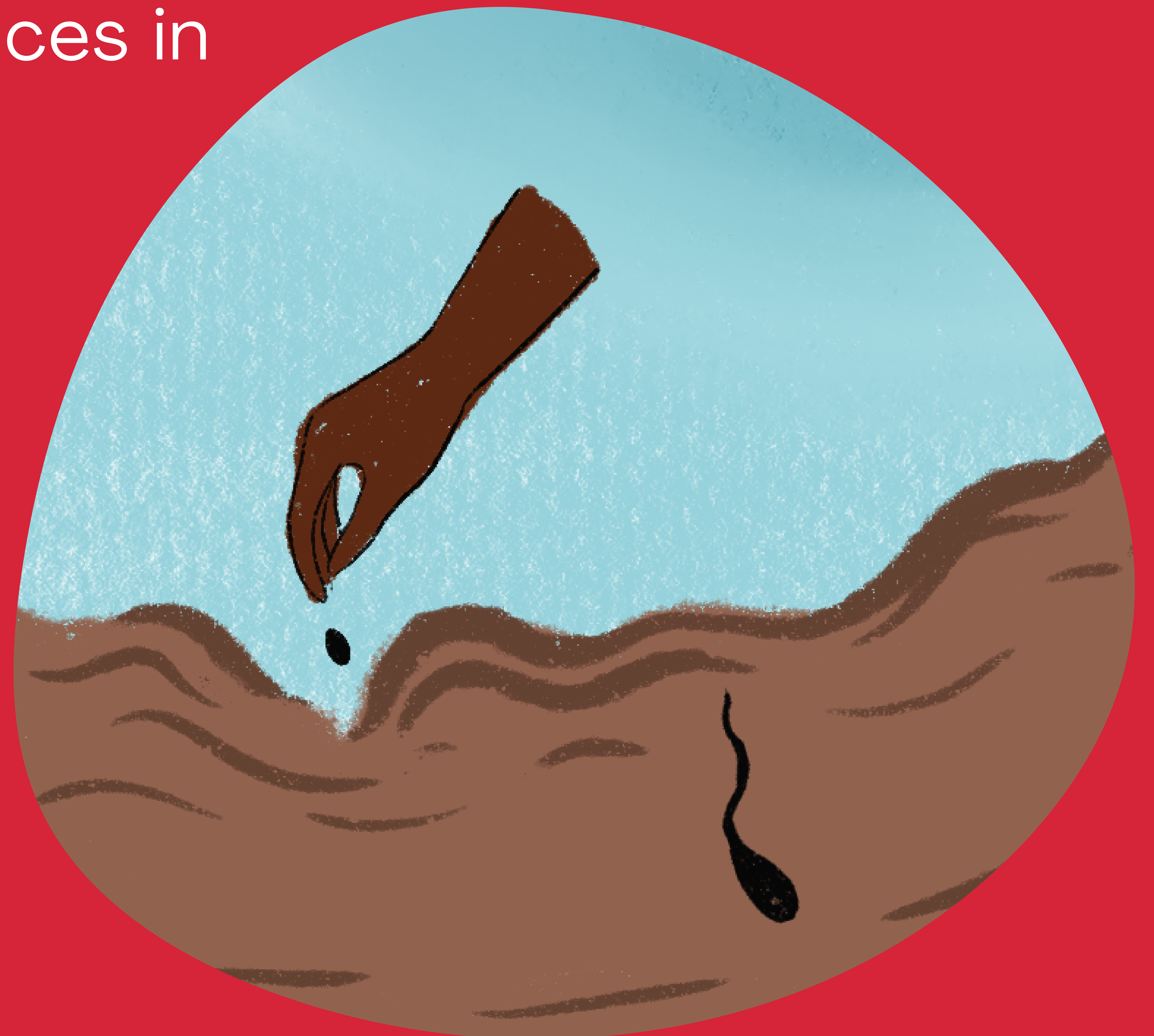


From planting the seed of anti-racism at a personal level and letting the roots of inclusive approaches spread to the growing branches of power shift and the fruiting of an equitable international system, the illustrations visually express the stages of addressing power imbalances systematically. The fruits produced by the tree grow from seeds that can continue the life cycle of this new system.

Step 1

Redefine success

The process starts by planting the seeds of an anti-racist and equitable mindset. These seeds need to be showered with deep personal work, self-reflection, consistency and care. Safe spaces to discuss how racism, privilege and anti-blackness create imbalances in organisations and the sector need to be built, where employees at every level can actively participate in learning and unlearning.



Step 2

Decision making

Over time, the plant will start growing roots and shoots, which symbolises the growing new approach to inclusive decision-making. Here the voices of marginalised and people of colour will be given importance and included in decision-making at various levels.

Involving every employee in decision-making will lead to an increased level of engagement which will be directly proportional to optimum innovation and growth in the development sector.



Step 3

Shift access and power

As the roots deepen and the plant sprouts higher, shifting in accessing and addressing power imbalances through action will begin. At this stage, funding processes must be redressed, and redistribution of power will happen through the partnership of local people and marginalised communities.

Accessibility to development-aid funds & the power to use it openly, under guidance, will have a significant impact on social, economic and political development of marginalised communities.



Step 4

Redefine expertise

At this stage, there needs to be an equitable representation of people from various communities, from board governance to entry-level; diversity across departments is necessary to bring in lived experience.

Over time, the plant will bear the fruits of this process & transform the development sector into a new equitable international system, structure, & institution which supports everyone.

