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*We are Anti Racists...*



LINCOLNSHIRE RAPE CRISIS IS AN INTERSECTIONAL FEMINIST ORGANISATION.

WE ARE COMMITTED TO ANTI-RACISM AND ANTI-OPPRESSION. THESE VALUES WILL UNDERPIN ALL OUR WORK. WE ARE COMMITTED TO SUPPORTING AND DEVELOPING ALL WOMEN WHO WORK FOR US AND WE HAVE A ZERO TOLERANCE APPROACH TO RACISM.

WE THINK IT IS IMPORTANT TO SHARE OUR ANTI RACISM STATEMENT WITH YOU.

# **LINCOLNSHIRE RAPE CRISIS**

## **ANTI-RACISM STATEMENT**

Lincolnshire Rape Crisis is an intersectional feminist organisation.

We are committed to anti-racism and anti-oppression. These values will underpin all our work.

We respect and support by and for organisation in their work. We do not intend to be the voice of black and minoritised individuals, communities, or organisations but to be allies in the fight against racism.

We support the Black and Minoritised Women's Anti-Racism Feminist for the Ending Violence Against Women's Sector.

Racism exists everywhere. It exists in our sector and in our movement and is not limited to one form.

We understand that racism, racial injustice, racial inequality, and racial inequity are critical in the fight against the patriarchy, imperialism, and white supremacy.

Lived experiences names black and minoritised people as 'other', 'outsider', 'foreigner' and 'migrant'.

This harm bleeds into and extends to lack of social acceptance, public & social policy, under representation, legal rights, suppression, disenfranchisement, exclusion, hate -crime and collective pain.

We recognise that racism is dehumanising.

We recognise that the lived experience of racism is individual and unique.

We therefore commit to employing intersectional feminists that will use empowerment to support and influence one another and our service users.

All our staff will be committed to the work of influencing change and recognise that being an anti-racist is pivotal in addressing sexual violence.

We have a ZERO tolerance response to racism.

Racism will not be accepted, excused, or hidden.

We will endeavour to identify and challenge racism, bullying and structural inequalities.

Our endeavour is to end racism. To achieve this, we are working to focus on anti-racism and anti-oppression throughout our working practices and culture.

As an organisation, as individuals, and as a team we are all responsible for how we model and embody anti-racist intersectional feminist values, this work and these examples will be led by our CEO.