



SWIDN's Statement of Commitment to Antiracism

This policy relates to anti-racism, which SWIDN understands as the work of actively and intentionally opposing racism by advocating for and making changes in political, economic, and social life, both internally to our organisation and externally within our sector and beyond.

SWIDN take a zero tolerance approach to any form of racism. Ending racism is the job of us all, and is also a journey. We recognise that all of us begin our journey from different starting points.

We see that [racism is part of the structures and systems of the international development sector](#). We recognise that majority behaviours within our sector are the norm of [white dominant culture](#), including 'either/or' binary thinking that views some countries as 'developed' and others as 'developing'. We view the narrative and imagery that remains dominant in our sector today as [promoting colonial logics of inferiority](#) that feed racist ideologies, for example the use of demeaning photographs for fundraising purposes. We acknowledge that [mainstream economic practices](#) can exacerbate inequalities, intensify the impact of the climate emergency on already marginalised communities, and maintain current political power imbalances that further suppress countries labelled as lower- and middle-income.

We [recognise that people of colour are under-represented within the UK's international development sector, in all positions including management and leadership](#). We know that [racial diversity is lower in the South West](#) comparatively to the UK as a whole and we are committed to taking practical steps to improve racial diversity within all our member organisations. We also acknowledge intersectional discrimination; that [women of colour are doubly discriminated against](#); that people of colour living with disabilities, queer people of colour, and people of colour from underprivileged socio-economic backgrounds experience further discrimination in our sector in addition to racism. We take an intersectional approach to our work, in both inclusive representation and in tackling systemic causes of discrimination. We recognise that a lack of racial diversity amongst those working in the sector can contribute to ongoing structural and systemic racism within it.

As a convener of civil society and provider of professional training, SWIDN play a role in knowledge production and promotion within our sector. We recognise that much of the knowledge that our sector consumes and generates is located in the 'Global North' and presents a homogenous and binary perspective rooted in colonial ways of thinking and doing. We are committed to relocating knowledge in our sector back to the countries, communities and cultures who receive aid, to tackling misrepresentation in dominant narratives through challenging language use and imagery, and reframing perceptions of expertise in our sector. We are committed to doing so in a manner which de-centres ourselves and re-centres individuals and communities in aid recipient countries, as well as our historical and ongoing global interconnectedness. We seek to advance this in our own practice as well as advocating for this change amongst our membership.