

Shoreditch Trust statement and manifesto on anti-racism

At Shoreditch Trust we Realise that systemic racism is an issue that affects us all; we Recognise the many ways that racism undermines the health and opportunities of people who are affected; we Respond in every way we can to repair the harms that racism causes; and we Resist any policies or ways of behaving on our part that may be racist.

As individuals, as a team, and as a community anchor organisation:

1. We strive to be more confident and skilled in addressing systemic racism and unconscious historic bias;
2. We recognise that there is an inequality of access to healthy food, environments, jobs and safe spaces and believe in combatting this and we are committed to promoting access;
3. We recognise the physical and mental harm of racism;
4. We aim to understand the specific context of racism in Hackney, and we aim to learn and unlearn information that best supports this understanding;
5. It is incumbent of our organisation to be aware of our stakeholders and aware of their lived experiences;
6. We acknowledge that structural systemic racism exists and is impacting on people we work with;
7. We recognise that racism exists in organisations and that it requires continual critical reflection and transparent practices at all levels to address this;
8. We are committed to enabling and supporting access to services;
9. We aim to respect people, meet people where they are and support their agency;
10. We are committed to working with integrity, and respecting people's dignity in how we ethically respond to the use their personal stories;
11. Anti-racism is embedded and imbued in everything we do it isn't a separate programme, it is at the heart of our programme;
12. We strive to ensure that we are empowering and enabling agency when working with our community partners, recognising that these organisations have been born out of struggle and fighting for social justice.

We believe that everyone has the right to lead healthy and fulfilling lives and we recognise the role that anti-racism plays in helping realise the full potential of the people of Hackney.