

74. Anti-Racism and Racial Justice (AR&RJ)

POLICY OWNER: Directors of AMF-Cufa

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AMF-Cufa's Board and staff are committed to addressing the pervasive and adverse impacts of racial injustice, including within our own organisation. We endeavour to listen, learn and act to become an explicitly anti-racist organisation. Anti-racist workplace cultures are a matter of belonging, dignity, and justice. They better allow everyone to be and bring their best, enhance staff wellbeing, engagement and collaboration, and strengthen organizational innovation and performance.

This statement reflects AMF-Cufa's journey to becoming a more inclusive and diverse organisation. This journey is core to our values and vision. As a Global North organisation who partners with and works alongside Global South organisations, it is paramount we apply a de-colonising lens to our work. We acknowledge we must focus on addressing racism at all levels – institutional, structural and interpersonal – in order to make AMF-Cufa a safe and inclusive workplace for all. We commit to de-colonising our practice. The inequities we seek to address through our work are both a result of, and perpetuated by, historical and contemporary forms of colonialism. In this context we seek to understand when to step up and use our power and step back when others are better placed to take the lead.

We commit to action. AMF-Cufa recognises our words have little value if they are not accompanied by action. Our Strategic Plan identifies inclusion as one of our four core values, and we are committed to improve organisational enablers of diversity and inclusion at all levels of the organisation.

The following actions reflect our commitment:

- In mid-2023, we recruited our inaugural overseas-based director, based in PNG where many of our activities are conducted. This demonstrates our tangible commitment to ACFID's 2022 Resolution on Race, Diversity and Australian INGOs. Further to this commitment, we resolve to progress dialogue and action on greater representation, participation and access to decision-making for stakeholders within our own governance and leadership structures.
- To build organisational racial literacy, we will make available access to anti-racism, unconscious bias, allyship and bystander training. This will be a mandatory part of the onboarding process going forward, and encouraged for both Board members and staff across the organisation.

We will keep our community of stakeholders updated on the commitments outlined in this statement, and we will continue to provide updates as our work progresses.