

Anti-Racism Journey

Katie Vincent

she/her

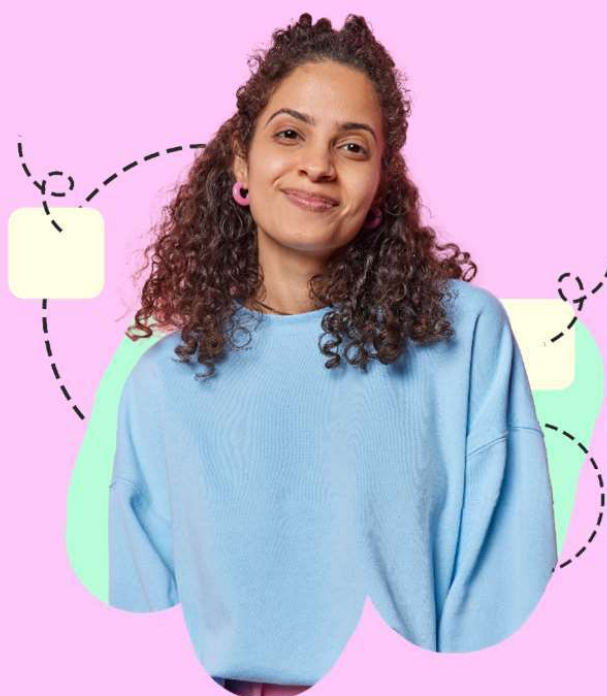
CEO

Allsorts Youth Project listens to, connects & supports children & young people under 26 who are **lesbian, gay, bisexual, trans** or exploring their sexual orientation and/or gender identity (LGBT+) and their families across Sussex



Aims

- An understanding of how we started on this journey
- What & how we put things in place to achieve this
- Challenges & successes
- Top tips & resources



allsorts youth project

Working Agreement

- Respect confidentiality
- Address negative stereotypes and discriminatory language and behaviour
- Respecting the rights of others (including the right to an opinion, even if you do not share that opinion) and challenge respectfully
- One person to speak at a time and to speak for themselves
- Look after yourself
- Keep an open mind!

allsorts youth project

How we started out

Secured funding for People of Colour (PoC) specific work enabling us to;

People of Colour representation

in groups

LGBT+ People of Colour Allies Workshop

for young people

Unboxing Our Identities

resource for young people who are LGBT+ and People of Colour and/or Allies

Created bespoke anti-racism training

for staff & trustees

allsorts youth project
Unboxing Our Identities



A resource for young people who are LGBT+ and People of Colour and/or Allies



allsorts youth project

How we started out

Secured funding for People of Colour specific work enabling us to;

Engaged with communities

People of Colour

Queer, Trans and Intersex People of Colour

QTIPoC

Youth initiatives

BMEYPP

Hummingbird

Colours Youth Network

Audited & adapted our digital footprint

allsorts youth project

Next Steps

Building trust with staff of colour

Research, development and lots of learning!

Working with an anti-racist consultant

Upskilling the team



allsorts youth project

Next Steps

Ran focus groups with young people
not just Allsorts

Young LGBT+ People of Colour "explicitly expressed that they really want a space to talk through the trials and tribulations of being a person of colour that also identifies as LGBT+ during the age of social media."

Secured funding
to launch a LGBT+ specific young People of Colour group.



allsorts youth project

Anti-Racism Action Plan

- Based on focus groups, 2021 **UK Black Pride Survey Report** and the **Home Truths: Undoing racism and delivering real diversity in the charity sector** report (June 2020)
- Adopted the 8 principles in the Home Truths Report
- Set out a clear plan of action to young people, staff, volunteers and board members
- Must be measurable
 - Specific
 - Measurable
 - Achievable
 - Relevant
 - Time-bound
- everyone within the organisation has a responsibility

allsorts youth project

Challenges

Staff & Board buy-in

- Listened to our Staff of Colour
- Surveyed the team
- Committed to ongoing training
- Created a book club
- Worked through uncomfortable feedback transparently
- Anti-racism as a standing agenda item

Sub-group

- Too much of a White presence in the space
- Too focused on outcomes

allsorts youth project

Successes

- People of Colour paid for their expertise
- Anti-racism training programme embedded
- Actively sought People of Colour in recruitment drives
- Book-club over subscribed
- Allsorts of Visibility: Celebrating LGBT+ People of Colour
- Centering Staff of Colour and support package

Moving forward

Reviewing Policies & Procedures with an anti-racism lens

Continuing with our anti-racism training

Staff of Colour sector wide network

Top Tips

Reach out to the community
and listen to them!

Be mindful about being tokenistic

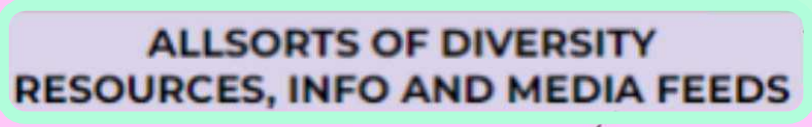
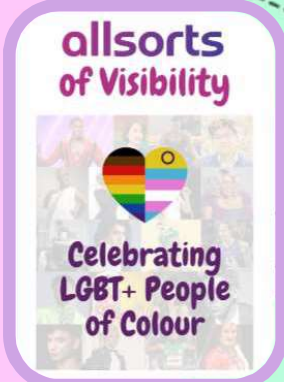
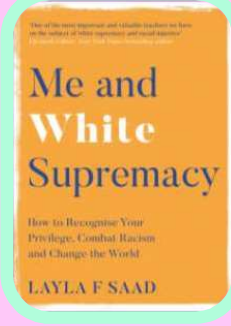
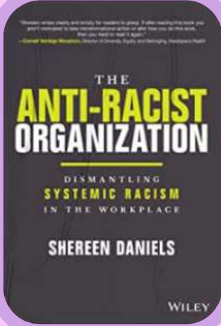
Invest time, energy, money and resources

Be patient & commit to the work!

Get comfortable with being uncomfortable

allsorts youth project

Resources



allsorts youth project



allsorts youth project