

## Anti-Racism and Equality Statement

### Our Vision

Our vision is for an open, equal, just, and diverse society where migrant workers and their families can move, work, and live in dignity.

### Our Mission

Grounded in social justice, anti-racism and equality, our mission is to empower migrant workers in low-paid and precarious work to secure and advance their rights through collective action.

### Our Values

- People closest to the struggle are closest to the solution
- People acting collectively make change possible
- People lead when they have the tools to do so

### Our Anti-racism and Equality Statement

**MRCI understands** that inequality, discrimination, and racism stems from structural and institutional systems of oppression that have historical origins (i.e., slavery, colonialism, and imperialism). Those systems pervade societies, communities, workplaces, governmental and non-governmental institutions, the individual/familial sphere, and demand all-round societal action to be dismantled.

**We recognise** that structural and institutional inequalities stand in the way of people achieving their rights and living and working in dignity. And that in society certain groups or individuals are denied equality on the grounds of ethnicity, gender, sexual orientation, disability, age, social class, religion/belief, marital status, caring responsibilities, immigration status, employment/sector, reproductive choices, amongst other inherent or perceived qualities.

**We acknowledge** we do not all start from the same place of knowledge but are committed to understanding, accepting, and valuing everyone's unique qualities.

**We commit** to tackling and addressing racism in all its forms and how it manifests in society. We commit to doing this work until there is an end to systemic racism and oppressive practices.

**We commit** to continuous learning and growth and to always take an intersectional perspective into our approach, practice and policies on diversity and inclusion, and to breaking down those barriers collectively, by looking at our own privilege.

**We will take positive steps** to ensure that:

- Our community work practice and campaigns tackle the root causes of systemic racism, inequality, and oppression
- We share knowledge, tools, and skills with communities so that people are empowered to fight for their rights
- All people are treated with dignity and respect, valued, and celebrated for their unique qualities
- Equality of opportunity and diversity is promoted within our organisation and communities
- Our services are accessible, appropriate, and delivered fairly to all
- The intercultural and diverse nature of society is reflected in MRCI's governance structures, employees, and activities
- Difference and diversity are celebrated, recognising and valuing them in and of themselves as a contribution
- Our policies on diversity and inclusion are reviewed by the board



Signed: Lucy Peprah, Chair

Date: 6<sup>th</sup> July 2022