



**Anti-Racism
Statement & Policy**

Anti-Racism Statement & Policy for In Place of War

In Place of War (IPOW) is a global organisation that uses creativity in place of conflict as a tool for positive change. Our vision is a world where creativity conquers conflict, and our mission is to build peace, prosperity, and respect for human rights through art, music, and theatre. We want to nurture a global movement of young change-makers and leaders in places of conflict who use their deep local knowledge to build prosperous futures of hope, opportunity, and freedom.

This work involves working with a network of more than 130 grassroots change-makers in 26 countries using the arts to transform cultures of violence and suffering into hope, opportunity, and freedom. Our focus is on supporting communities or individuals who have been affected by war; post-war; gang-war or political oppression.

This policy's purpose

In Place of War takes a zero-tolerance approach to racism. As a women-led organisation empowering some of the world's most vulnerable and marginalised people, many of whom are people of colour, our values of hope, opportunity, freedom & inclusion are at the heart of all we do and aim to achieve.

We acknowledge that the causes of conflict are multifarious and that the challenges facing the communities we support are complex. We also acknowledge that racism plays a significant part in many of these struggles and can look very different in different contexts. We also know that racism exists on many levels - as internalised, interpersonal, institutional, and structural - and that we cannot carry out our work without being an anti-racist organisation, but nor can we profess to not be part of the problem, despite the focus of our work.

As a global organisation based in Europe with mostly white European staff, In Place of War must understand our role, intentional or not, in producing and maintaining racial inequity. As an organisation responsible for enabling global change, we are committed to ensuring that anti-racist principles underpin everything we do. We understand that this commitment will continue to inform and shift the priorities and actions of our organisation.

The purpose of this statement is to demonstrate our solidarity in fighting racial discrimination in the UK and around the world, as well as outline our commitments to being an anti-racist organisation.

We commit to:

Being an anti-racist organisation. This means we are committed to tackling racism wherever it occurs in our organisation, and to supporting the end of systemic racism in our communities and in those we support.

- Using our influence to challenge racist behaviour, language, and action.
- Actively diversifying our board of trustees, staff and committees.
- Ensuring our platforms and communications are prioritising the voices and stories of people with lived experience of conflict caused by but not limited to racism, inequality and all social prejudice.
- Creating safe spaces for staff and board members to regularly discuss and map out action on anti-racism, equality, diversity and inclusion.
- Committed to appointing expert external support to appraise our systems, processes, policies and communications so that they are appropriate for an organisation seeking to make lasting change.
- Taking a zero-tolerance approach to racism – building a culture of trust, treating allegations of racism seriously, and taking appropriate action to address it.

- Collaborating with people from all walks of life and championing the knowledge, experience and advice shared by disempowered and marginalised people.
- Creating events for members of our community to support their education around social injustices caused by racism, and the intersectionality of gender equality.
- Reviewing our commitments on a quarterly basis
- Looking at ways to share stories of racism experienced by people in our communities, and stories of diversity and hope through our programmes and communications.
- Committing to continually learning from those with lived experience and those we work with.
- Committing to sharing our learning, most importantly with the older and younger people who make up our community, but also with funders, philanthropists, councils, and partners – to help influence the wider conversation about racial justice in the charity sector and beyond.
- Opposing speech and behaviour driven by antisemitism, Islamophobia and other forms of racial, religious or ethnic discrimination.

Antisemitism Statement

In Place of War works in Palestine to support oppressed people to create change via creativity and support & preserve Palestinian culture. We are mindful of how antisemitism can sometimes find its way into the movement for Palestinian solidarity. Sometimes this is through clumsiness of thinking or lack of education. Sometimes it is deliberate and malicious. It must always be challenged appropriately and with acknowledgement of the pain and distress it has caused.

We are also mindful of allegations of antisemitism not being used to either hinder advocacy for Palestinian rights nor deny the lived experience of the Palestinian people — recognising that Palestinians must not be defined only by their relationship to Israel. They have independent rights of their own that must be acknowledged. In all situations where hurt has been caused, we desire that honesty, and a commitment to reconciliation be our way forward.