

# Racial, Gender and Migrant justice Q&A

*Thursday 3 November 2022, 11am*

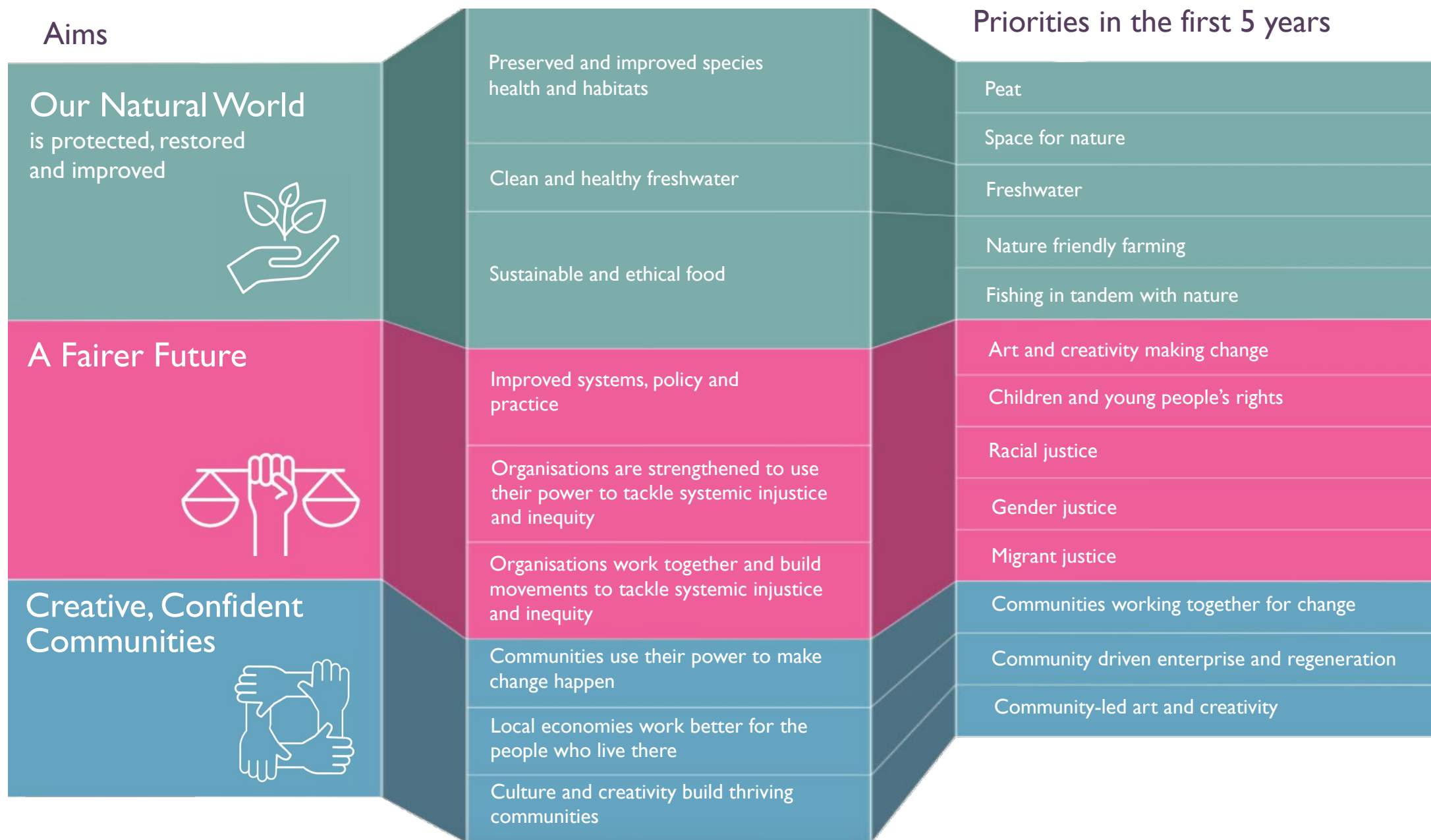
## **Panel:**

- Veda Harrison, Director of A Fairer Future and Creative, Confident Communities
- Laura Lines, Funding Manager and Social Change Lead
- Annabel Durling, Funding Manager
- Luna Dizon, Communications Manager (Q&A Host)

Thanks for joining us! We'll be starting soon. Please note this webinar will be recorded and available at [www.esmeefairbairn.org.uk](http://www.esmeefairbairn.org.uk) in the next few days.

# Strategic framework

## Impact goals by 2030



# A Fairer Future



A fairer future will require changes to systems and structures, while building the power and capacity of people and organisations. We want to provide the support and space to enable others we work alongside to create lasting change, and to challenge systems that stand in the way.

We have five priority areas where we believe we can make the most effective contribution; using our existing knowledge and relationships, by working at the intersections of issues; and by building our understanding through working with others, especially those with experience of the issues we are trying to address.

We want to contribute to a socially just and anti-racist society, where people have their rights protected, as well as the opportunity to speak and be heard, and the freedom to express their creativity. And across all our work in A Fairer Future, we are keen to support organisations led by the people they serve.

# A Fairer Future



## Impact goals by 2030

Improved systems, policy and practice
Organisations are strengthened to use their power to tackle systemic injustice and inequity
Organisations work together and build movements to tackle systemic injustice and inequity

## Priorities in the first 5 years

Arts and creativity making change
Children and young people's rights
Racial justice
Gender justice
Migrant justice

# What we're looking for...

## Applicants will need to show that:

- Their organisation is **leading the way** itself, or as part of a collaborative movement or partnership.
- Their work is **driving change for the future** by breaking new ground, or by using tried and tested models to push things forward.
- Their work aims to make a lasting difference, reaching beyond those directly engaged to **influence policy, practice and behaviour**.

**We're also keen to support work where people with lived experience of the issue are involved in campaigning and leading change.**

# When making decisions, we consider:

- **Track record:** we look at successes, but also what was learned when things don't go to plan.
- **Connections:** how could this link to and complement other work we support, and increase the combined impact?
- **Broader context:** what are the opportunities and barriers? Who are the allies, and collaborators? What influence or leverage will the work have?
- **The difference our support could make:** what value could our funding and extra support add to this work?



# Racial justice

## Rationale

Racial equity and justice are a fundamental necessity for a socially and economically healthy nation. The historic under-funding of organisations led by people experiencing racial inequity has undermined progress toward this ambition. Our efforts need to be rooted in a better understanding of the interconnected nature of racial inequity and injustice across all parts of our strategy. Providing support that is sustainable, accessible and responsive will enable these organisations to create a more equitable future, while determining for themselves the best way they can thrive and achieve impact.

## Long-term outcomes

1. Organisations working towards racial justice across our strategy, led by people experiencing racial inequity, are financially resilient and socially transformative.
2. Racial inequity in leadership is challenged and changed.
3. Disproportionate harm caused by racial injustice in systems, policy and practice is reduced.

# Racial justice

We will be prioritising work that is led by communities experiencing racial inequity.

Long-term outcome	We want to support work that:	Case studies
<b>I. Organisations working towards racial justice across our strategy, led by people experiencing racial inequity, are financially resilient and socially transformative.</b>	<p>Initially, we are seeking to work with a small number of partner organisations who can lead this work. We want to work with partners who:</p> <ul style="list-style-type: none"><li>• Are driven and shaped by communities experiencing racial inequity.</li><li>• Have an infrastructure role, supporting and building the capacity of frontline organisations that are led by communities experiencing racial inequity, and may have experience of delivering grants.</li><li>• Are leading the way itself or as part of a partnership or collaboration to create transformative change towards racial justice.</li><li>• Are able to operate regionally or nationally, or where the approach has the potential to spread by sharing learning and replication elsewhere.</li><li>• Have the relationships and networks to directly reach and engage with communities experiencing racial inequity.</li></ul>	<ul style="list-style-type: none"><li>• Global Majority Fund</li><li>• Rosa's Rise Fund</li><li>• Imkaan</li></ul>



# Racial justice

Long-term outcome	We want to support work that:	Case studies
<b>2. Racial inequity in leadership is challenged and changed.</b>	<ul style="list-style-type: none"><li>• Is driven and shaped by communities experiencing racial inequity.</li><li>• Is challenging the status quo and developing solutions to shift what leadership looks like to create racial equity, and influence systemic change.</li><li>• Supports and builds the capacity of a new, inclusive and racially diverse, generation of leaders and organisations who are influencing change and developing solutions to create a fairer future.</li></ul>	<ul style="list-style-type: none"><li>• Anti Racist Cumbria</li><li>• Stuart Hall Foundation</li><li>• Girl Dreamer</li></ul>

# Racial justice

Long-term outcome	We want to support work that:	Case studies
<b>3. Disproportionate harm caused by racial injustice in systems, policy and practice is reduced.</b>	<ul style="list-style-type: none"><li>• Changes legislation, policy and practice to address racial injustice.</li><li>• Is driven and shaped by people with experience of racial inequity, so that they can themselves have a direct impact on changing the system.</li><li>• Brings to light and challenges racial injustice in systems, holding those in power to account, and influencing change.</li><li>• Enables and supports a movement for change, ensuring smaller and grassroots organisations' voices are represented and amplified.</li></ul>	<ul style="list-style-type: none"><li>• Runnymede Trust</li><li>• StopWatch</li><li>• Anthony Walker Foundation</li><li>• Zahid Mubarak Trust</li></ul>

# Gender justice



## Rationale

Gender justice requires changes to systems, policy and practice so that everyone's rights are recognised and protected. We will work with others to ensure that women and girls can live in safety and fulfil their potential, and that transgender and non-binary people's voices are heard.

## Long-term outcomes

1. Gender-based violence is reduced through the delivery of preventative work.
2. Trans and non-binary people's rights are recognised and protected.
3. Policy, practice, and the law better meets the needs of women experiencing multiple challenges and discrimination.
4. The negative impacts of the criminal justice system on women and their families are reduced.

# Gender justice

Long-term outcome	We want to support work that:	Case studies
<b>I. Gender-based violence is reduced through the delivery of preventative work.</b>	<ul style="list-style-type: none"><li>• Develops and tests interventions to reduce gender-based violence.</li><li>• Influences policy and practice on the role of preventative approaches and makes the case for statutory support for preventative work.</li><li>• Challenges and addresses the normalisation of harmful attitudes, objectification, and violence at an early stage, as well as in communities.</li><li>• Takes a collaborative approach that enables and supports a movement for change.</li></ul>	<ul style="list-style-type: none"><li>• Circles South East</li><li>• Tender</li></ul>

# Gender justice

Long-term outcome	We want to support work that:	Case studies
<b>2. Trans and non-binary people's rights are recognised and protected.</b>	<ul style="list-style-type: none"><li>• Is driven and shaped by trans and non-binary people, so that they can themselves have a direct impact on changing the system.</li><li>• Brings to light and challenges harmful attitudes and narratives about Trans and non-binary people, and builds understanding of the issues amongst the public and decision-makers.</li><li>• Takes a collaborative approach that enables and supports a movement for change.</li></ul>	<ul style="list-style-type: none"><li>• Gendered Intelligence</li></ul>

# Gender justice

Long-term outcome	We want to support work that:	Case studies
<b>3. Policy, practice, and the law better meets the needs of women experiencing multiple challenges and discrimination.</b>	<ul style="list-style-type: none"><li>• Is driven and shaped by women experiencing multiple challenges and discrimination, so that they can themselves have a direct impact on changing the system.</li><li>• Goes beyond service delivery, and changes legislation, policy and practice.</li><li>• Brings to light and challenges gender injustice in systems – particularly for women experiencing multiple challenges and discrimination.</li><li>• Improves access to justice for women experiencing multiple challenges and discrimination.</li></ul>	<ul style="list-style-type: none"><li>• Imkaan</li><li>• Agenda</li></ul>

# Gender justice

Long-term outcome	We want to support work that:	Case studies
<b>4. The negative impacts of the criminal justice system on women and their families are reduced.</b>	<ul style="list-style-type: none"><li>• Is driven and shaped by women with experience of the criminal justice system and their families, so that they can themselves have a direct impact on changing the system.</li><li>• Goes beyond service delivery, and changes legislation, policy and practice.</li><li>• Takes a collaborative approach that enables and supports a movement for change, ensuring the voices of smaller and grassroots organisations are represented and amplified – particularly those led by and for women experiencing multiple challenges and discrimination.</li></ul>	<ul style="list-style-type: none"><li>• Hibiscus Initiatives</li><li>• Agenda</li></ul>

# Migrant justice



## Rationale

Migration is a vital part of UK life. The power and leadership of those with experience of migration, asylum and detention are essential to achieve a society where migrants, refugees and asylum seekers have the tools and resources to understand and advocate for their rights, have their rights protected and can live in safety.

Working in partnership, we will support the development of a just legislative framework, a less polarising public narrative and on ensuring that migrants have access to legal help that enables them to secure their rights.

## Long-term outcomes

1. Migrants have improved access to legal help to exercise their rights.
2. Legislation and support ensure that migrants' rights are protected, and reflects their needs.
3. Public understanding and discussion of migration issues is better informed, particularly by those with lived experience of the migration system.



# Migrant justice

Guidance for our Migrant justice priority applies to **all three long-term outcomes**:

1. Migrants have improved access to legal help to exercise their rights.
2. Legislation and support ensure that migrants' rights are protected, and reflects their needs.
3. Public understanding and discussion of migration issues is better informed, particularly by those with lived experience of the migration system.

## We want to support work that:

- Is driven and shaped by migrants, so that they can themselves have a direct impact on changing the system.
- Builds and uses evidence to design a better migration system.
- Changes legislation, policy and practice to meet the needs of migrants.
- Brings to light and challenges injustice in the migration system, countering misinformation.
- Builds understanding of the issues with local communities, the wider public, and decision-makers.
- Supports and amplifies the voices of migrants, enabling more stories of migration to be told and heard.
- Takes a collaborative approach that enables and supports a movement for change, ensuring the voices of smaller and grassroots organisations are represented and amplified.

## Case studies

- Migrant Voice
- Migration Exchange
- Asylum Reform Initiative (housed by British Red Cross)
- JCWI
- Right to Remain