

Community Agreement

The **Equinox Initiative for Racial Justice** is a people of colour led advocacy project with solidarity and empowerment at its heart.

It's **objective** is to capitalise on the increased momentum and renewed political will towards anti-racism initiatives at the EU level and positively influence the implementation of the recent EU Action Plan on Anti-Racism (APAR), by ensuring that the communities affected by its goals are included in its execution. It aims to complement existing advocacy efforts by focusing on novel themes, and building a coalition of grassroots social justice activists around the principles of solidarity organising.

The **goal** is to shift the European Commission away from focusing on a superficial, siloed approach to anti-racism, towards a thematic approach that identifies the ways in which different communities are affected by common obstacles, the intersection between different forms of oppression, and finding ways to implement change that will help all racialised people in Europe.



Steering Committee community

To meet these goals, the Equinox community must commit to act according to the principles we advocate for. These **values** include:

- **Intersectionality and representation** - Racialised people and communities need to be at the centre of all decisions, laws and policy affecting us. This includes an attention to how different forms of oppression intersect, and processes of marginalisation within communities,
- **Unity is power** - We believe that full alignment and solidarity within and beyond the racial justice movement is a necessary pre-condition for change. Whilst we represent different communities with different experiences of discrimination, we find a common thread.
- **Structural change** - Moving beyond discourses of 'hate' and harm at the level of the individual; we challenge structures - the policies, the laws and the institutions maintaining the exclusion of Europe's racialised communities.

The Equinox Steering Committee **does not accept nor tolerate**:

- Any form of racism (anti-black racism; islamophobia/anti-Muslim sentiments, antigypsyism, xenophobia, antisemitism and others); sexism; queer or transphobia; ableism; classism.
- Personal insults or aggression towards individuals, including oppressive language and slurs
- Harassment in any form, including verbal, written or physical, which includes repeated uninvited personal comments or requests.
- Any form of violence or threat of violence to other individuals.

To **uphold these values**, we commit to:

- Understanding that racialised communities in Europe experience racism and oppression in different ways, and how all forms of racism operate in a broader system.
- Reject all forms of oppression, discrimination and harassment and actively dismantling them in our communities and movements.
- Pay specific attention to the rights of marginalised members of our communities, including LGBTIQ communities, womxn, persons with disabilities, people without documents, working class, unemployed and precariously employed people, youth, older people, and religious minorities.
- Respect the gender identity of all people we engage with, including their use of preferred pronouns (she/her; he/him; they/ them).
- Stand up against the over-policing, profiling and criminalisation of our communities.
- Respect all forms of work and workers' rights: including those working in the informal economy, precarious work, sex work, gig work and those working without papers.
- Holding each other to account with care. Acknowledging that each of us is in a process of growth, we commit to being open to discuss potential harmful conduct with patience, to receiving feedback about our conduct and committing to improve.



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