

Annual Report July 2020 - July 2021



1 year of Intentional and Unapologetic
Work to Dismantle Systemic Racism in
Global Development

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Letter from the Racial Equity Index Working Group

2020 exposed the breadth and depth of racial inequity and injustice across the world and the extent to which the lives of Black, Indigenous, and People of Colour (BIPOC) individuals and communities continue to be harmed. From the murders of George Floyd, Ahmaud Arbery, Breonna Taylor and countless others at the hands of the soldiers of white supremacy, through to the devastating health and economic impacts of COVID disproportionately affecting BIPOC communities around the world, 2020 placed a spotlight on the perennial problem of global inequity and injustice, resulting in citizen led demands for transformation heard around the world.

Shortly after the murder of George Floyd, [reports](#) broke en masse of systemic racism, racial abuse, white saviourism, white feminism and neocolonialism within numerous global development organisations. From Women Deliver, IWHC, Nobel Women's Initiative, the United Nations, MSF, Amnesty International and so many more - the global development sector faced and continues to face a reckoning not seen before.

The Racial Equity Index was initiated in June 2020 by a group of individuals with over 50 years of experience in global development who have all experienced racism in global development. Since June 2020 our collective has poured countless hours into the work of not only building an anti-racist, collaborative working group but working to build the first-ever index for racial equity in global development.


The global development sector is racist because it was built to uphold white supremacist colonial heteronormative patriarchy. The sector's very roots are built on oppressing and harming racialised staff, consultants, 'field' teams, and more. And while gender equality indexes in the sector have become accepted - racial equity is not a measured piece of data in global development.

We are here to change that.

The Racial Equity Index




ABOUT THE RACIAL EQUITY INDEX



The murder of George Floyd shook the whole world in 2020 and ignited a firestorm in the international development community on the deep and systemic racism within global development.

In the months that followed the international development community started to face a reckoning - one that hasn't been seen in this intensity before.

The Racial Equity Index was born in July 2020 in response to the need for an accounting of the immense lack of racial equity in the development space.




The global development sector has a **very poor track record** as it relates to engaging with issues of racial equity and racial justice in a meaningful manner. This is particularly stark when we acknowledge the **colonial roots of modern global development practice.**



The Racial Equity Index is a BIPOC led volunteer collective, based around the world, with **50+ years** of direct experience of racial inequity and injustice within global development.

Our Mission



We are building a racial equity index to hold the global development sector **accountable** in dismantling all forms of systemic racism.



The work of the Racial Equity Index is **intentional, authentic, intersectional**, and informed and **led by the lived experience** of the peoples who have been impacted most directly by harmful practices and beliefs in global development.

Our Values

We are purpose driven,
volunteer-led, and bold.

We are
anti-racist

We practice
**radical
empathy**

Our work is
transparent

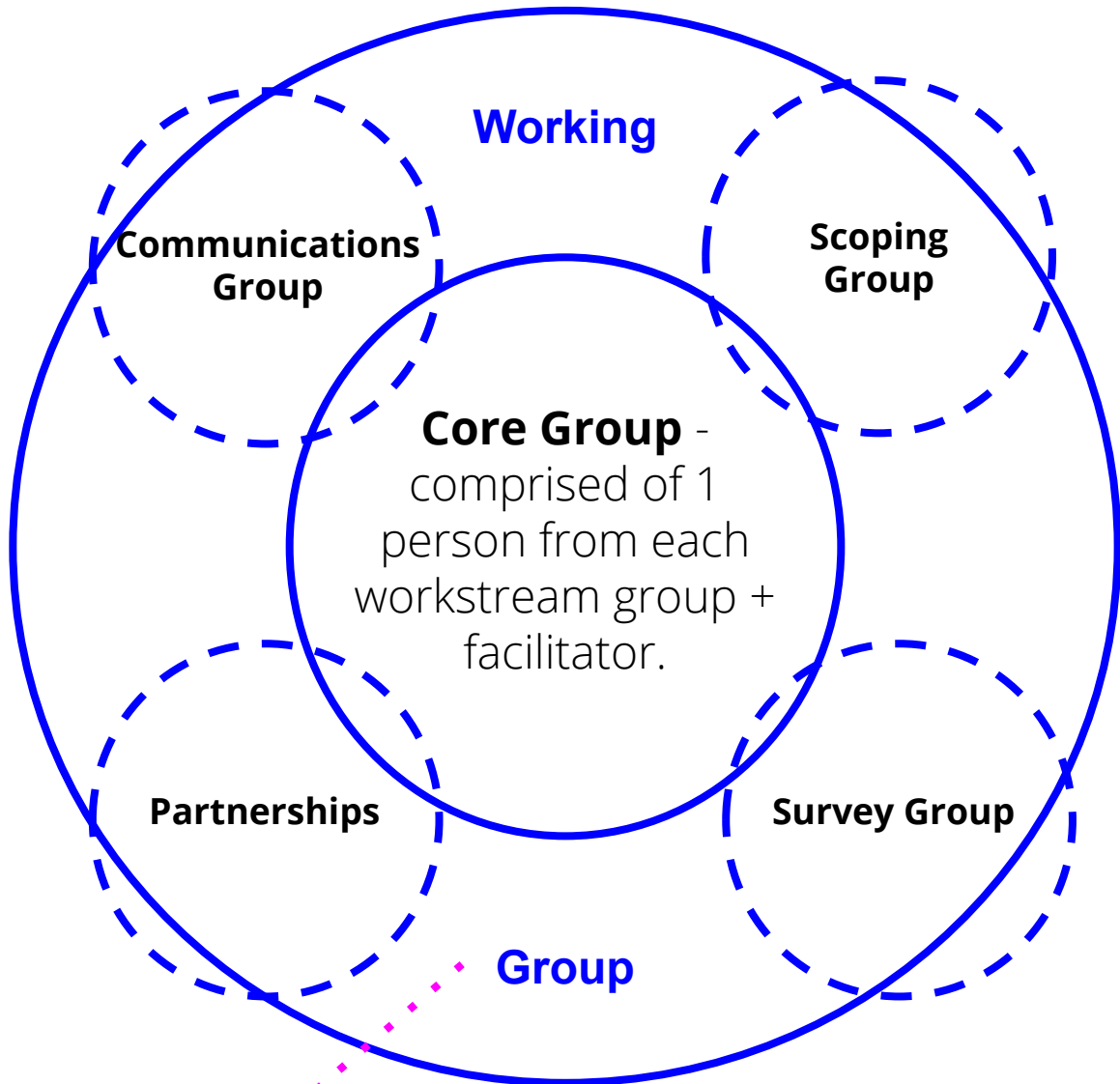
We centre
accountability
and
humility

We create a
**welcoming
space**

We are
intentional

Our Structure

- ★ We are a consensus-based decision making group



- ★ Our work is peer-reviewed by an independent body of experts



OUR WORK

As Volunteers

In 1 year we have worked on our Structure

- Formed a collaborative, non-hierarchical structure that is malleable and transparent
- Formed decision making processes and workstreams
- Created: Roles and Responsibilities, work stream leads, delivered and implemented at least 3 iterations of our structure
- Formed peer review group of amazing leaders from academia, philanthropy, policy, peace and conflict resolution, and gender justice movements.
- Formed our values as a collective!

As Volunteers

In 1 year we have worked on our Communications

- Went through at least 6 strategy sessions to unpack and uncover our voice, language, purpose, theory of change, brand strategy, comms strategy
- Created: FAQs, Talking Points, media boilerplates, updated all the language on our website, restructured our website completely, updated and rebranded all our material.
- Built a following on Twitter of over 1800 followers, LinkedIn of over 500 followers, nearly 250 subscribers to Mailchimp with a read rate higher than industry standard (over 30%) and 1800 views of our Medium Articles!

As Volunteers

In 1 year we have worked on our

Assessment

- Created a landscape assessment which identified existing indices that map racial equity across the global development sector
- 19 organisations were researched and assessed
- Identified methodologies used by researched organisations, the leaders who managed these indices and how and where they secured funding.
- Investigated the type of focus given to racial equity amongst such organisations, as well as gaps within the work being carried out across these organisations

As Volunteers

In 1 year we have worked on our Build of the Racial Equity Index

- Deliberately and intentionally worked through a 5 month process of creating a global mapping survey that will drive the rest of the build of the Racial Equity Index.
- Worked to create 11 indicators complete with definitions that served to uncover the root causes of racial inequity within global development
- Gathered volunteer translation support in 10 languages for our global mapping survey!
- Wrote FAQs and methodology for our survey.
- Worked 5 months to analyse both quantitative and qualitative data from our global mapping survey.
- Released our demographic and indicator data report in May 2021 with a full data release (including the qualitative data analysis) to follow in September 2021.

As Volunteers

In 1 year we have worked on our

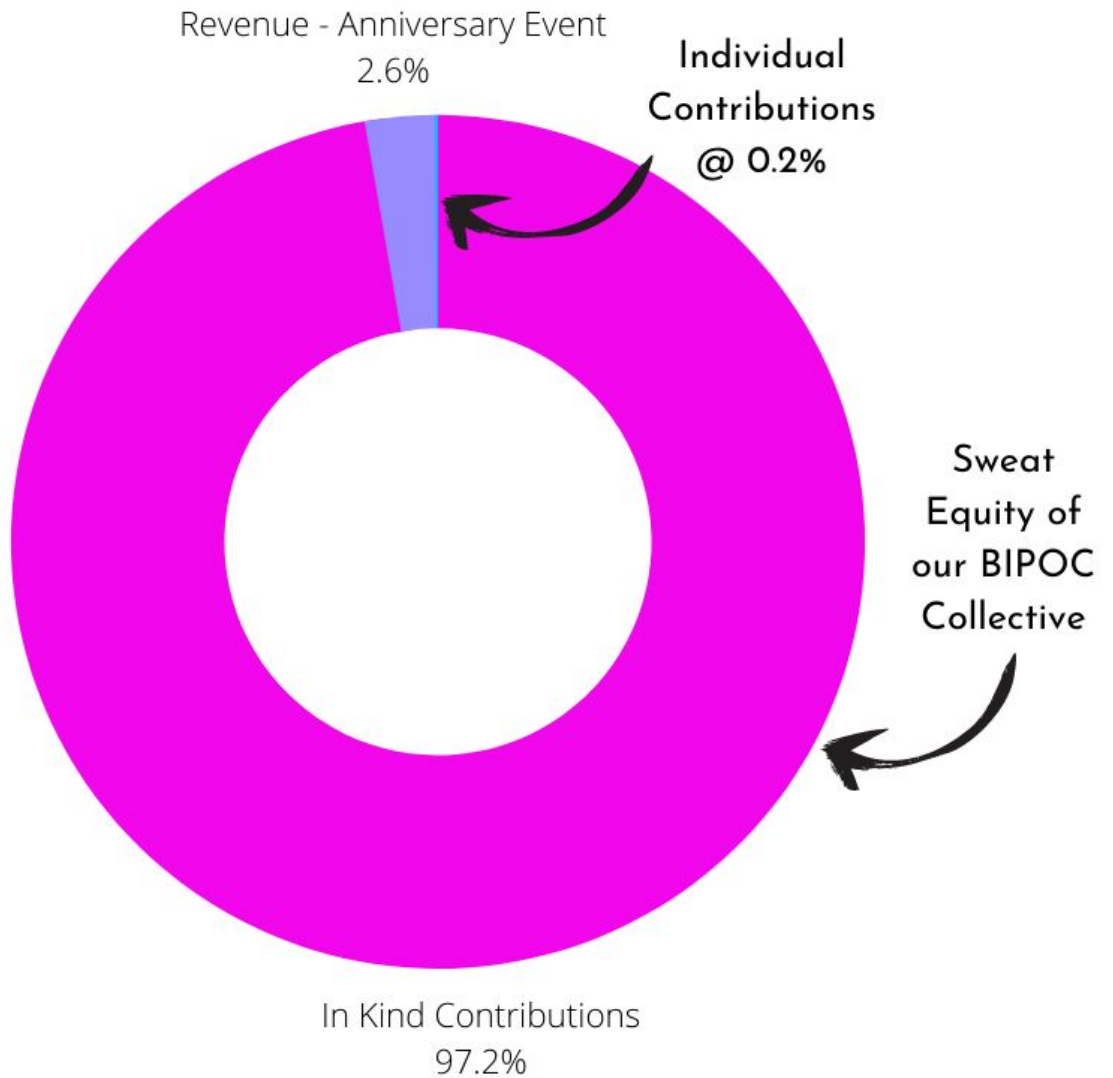
Partnerships

- Formed over 30 partnerships with orgs/collectives to promote the survey
- Formalised partnerships with three strategic partners
- Secured a fiscal sponsor for our collective
- Formed partners toolkit/guidelines, one pagers in support of partnership requests



FINANCIALS

Financial Report



Total Revenue	88,560.20 USD	Total Expenses	262.28
In-kind contributions*	85,299.20 USD	Operations Expenses	262.28
Anniversary Event Revenue	3117 USD		
Individual Contributions	144 USD		

*In-kind contributions = 4hrs/week for 12 people for 40 weeks at an 80K annual salary

THE NUMBERS

FROM JULY 2020 - JULY 2021

**12 WORKING
GROUP MEMBERS**

ANNIVERSARY EVENT

**9 HOURS OF NECESSARY
CONVERSATIONS.**

ATTENDED BY

331 PEOPLE

PUBLISHED

11

ARTICLES

UP TO

1920

VOLUNTEER
HOURS

**HELD
50 CALLS**

GIVEN

**COLLABORATED
WITH OVER 30
PARTNERS**



Our Team



Alyssa Bovell

Anubhuti Gupta

Aqsa Suleman

Bonnie Chiu

Chantal Hildebrand

Gratiana Fu

Harriet Mensah-Menson

Lena Bheeroo

Maria Rebeca Ortiz

Mutiara Alam

Tina Ajuonuma

Uma Mishra-Newbery

Our Strategic Partners



CHARITY SO WHITE

Our Supporting Partner

ACTIVISM
.MEDIA

Our Supporters

We formed over 30 partnerships with orgs and collectives to promote the global mapping survey



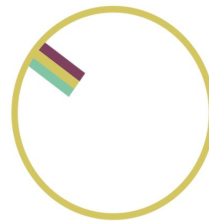
CharitySoWhite



Bond



Center For Intersectional Justice



Society of Gender Professionals



ONE FUTURE COLLECTIVE

One Future Collective



GMA Foundations



Climate Justice Initiative



Women In International Affairs



Both / And

Both / And



Scotland's International Development Alliance

Scotland's International Development Alliance



The Black Humanitarian



History United



RADHA FRIEDMAN CONSULTING



Global Office Consulting



Aid Works



Innovative Sustainable Development



FORUS



Cooperation Canada



Women of Color Advancing Peace and Security



Decolonizing Peace Corps



Repro Jobs



Global Health Corps



NORC



African Visionary Fund



Women's March Global



Women In Global Health



The Social Investment Consultancy (TSIC)

**Our work is intentional,
challenging, and necessary.**

**For our BIPOC community we do
this work with and for you,** in witness of
our common experiences in the global
development space and in solidarity with
you as you navigate through this space daily.

For our allies, we **welcome support where
it is meaningful** and does not cause harm.

For those who dare to reimagine a global
development sector with equity and justice
at its core, we say **Join Us.**

And for those who fail to understand the
need for racial equity in global
development, we say:
Get Ready.



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