

ANNUAL REPORT

JULY 2021 - JULY 2022



Building Community with Collective Care
2 years in the Fight to Dismantle
Systemic Racism in Global Development

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Letter from the Racial Equity Index Working Group

The moment we choose to love, we begin to move against domination, against oppression. The moment we choose to love, we begin to move toward freedom, to act in ways that liberate ourselves and others.

- bell hooks

It would be easy to start our annual report letter off with a list of our accomplishments from the past year, but love requires us to liberate ourselves from the facade of perfectionism and white supremacist capitalism which centers output over humanity. So we, The Racial Equity Index, start with an acknowledgment of our reality - we are 11 dedicated humans, supported by 5 brilliant peer reviewers, a community of supporters and advocates, and all the beings in our lives that support us in showing up, every day, to do this required but difficult work.

Fighting for racial equity in global development is a daily act of love because every day we continue to experience racial violence in our work and experience the layered and broad violence of the sector which continues to perpetuate harm to Black, Indigenous, and people of color who show up every day to do necessary work.

Organisations that were vocal about their commitments to anti-racism work in 2020 are still being challenged almost daily for continuing to uphold racist organisational structures, and leaders within these organisations continue to place their fragility ahead of their self-accountability and failure to recognise the consequence of upholding harmful systems of violence and unwillingness to distribute and share power.

Meanwhile, our work continues to be praised by many across the global development sector - and our research quoted and referenced. Yet, we have continued in our struggle to establish substantial and sustainable funding while similar equity initiatives from mostly white-led, well-established organisations are funded.

As volunteers navigating the reality of a systematically racist society, we are tired - but we are not alone. We aspire to integrate and deepen collective healing, compassion, and love throughout our endeavors, partnerships, and connections with one another as a BIPOC-led collective with lived experience of racial trauma. We look forward to releasing more opportunities for the global development sector to join in a trust-based partnership with us on this journey towards racial equity and justice.

We are doing this work at the same time as carrying out our full-time jobs, part-time jobs, consulting work, raising children, and caring for loved ones - so collective care and our love for each other is front and center, always.

To our Black, Indigenous and people of color community - we hold you in honor, respect, and recognition of our collective fight for racial equity, justice and freedom.

The Racial Equity Index



OUR WORK

WHAT WE DO



Community Work

We Need to Talk

Sector Wide Knowledge Sharing

THE RACIAL EQUITY INDEX

Anti-Racism Organisational Facilitation

Institutional Inventory

Org Partnerships /Consulting Work

WHAT'S NEXT





Building the Racial Equity Index



Conducted in-depth analysis of the qualitative data from the global mapping survey and identified 2-5 subcodes for all eleven indicators.



Released our [Full and Complete Data Report](#) in Nov 2021 on the Global Mapping Survey.



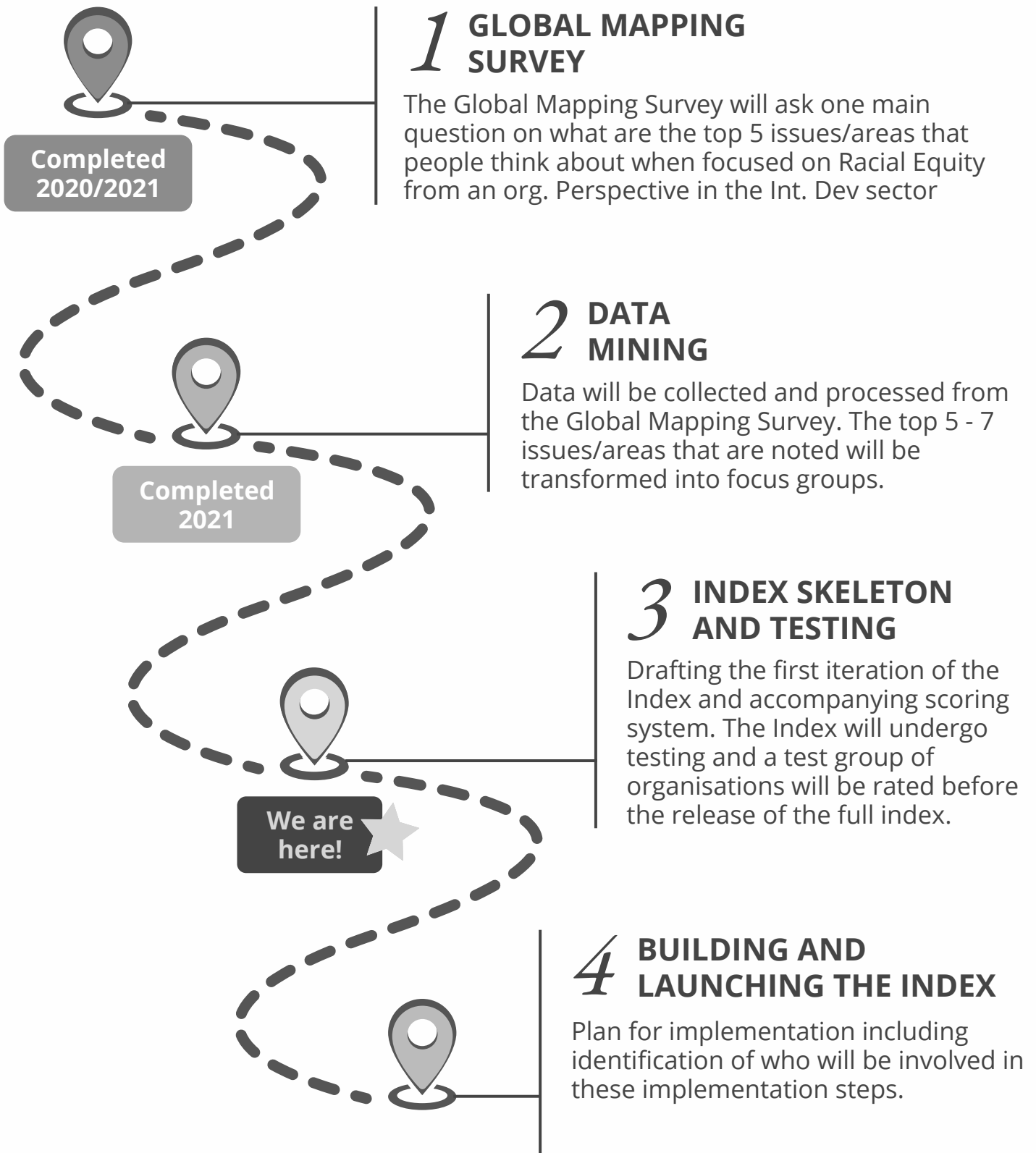
Reviewed our initial qualitative data analysis and identified themes in preparation for draft survey questions.



Created a comprehensive first draft of the Index, including survey questions and a scoring methodology.



Building the Racial Equity Index





Community Work

We have begun shaping our new approach to partnerships based upon collective care and community.

We have issued a call to potential partner organisations to join our partnership community, where they will contribute to the co-creation of the Index.

Those who step into partnership with us are asked to:

- respect and advocate for collective and consensual knowledge generation,
- utilize their power and privilege to create platforms for others,
- embrace true humility, recognizing that they also get things wrong, and
- accept true accountability of their actions.



Sector Wide Knowledge Sharing

Webinar: [Partners and Investors Collective](#)

Webinar: [Full Data Release from the Global Mapping Survey](#)

Recorded and released: 6 podcasts to The Racial Equity Index [YouTube](#), [Spotify](#), and [Google Podcast](#) channels.

Guest speaker: [The New Humanitarian](#), Rethinking Humanitarianism podcast - Diversity in the aid sector, [Radhacal Good](#) - Decolonizing Aid for Women and Girls, [Moving Beyond](#) - Racial Equity in Global Development, [Women in Dev](#) - UNGA Side Event - Ensuring Equitable Funding Practices

Gave evidence: To the [UK's International Development Committees evidence session and contributed to the Racism in the Aid Sector](#).

Presented: [Posner Center Symposium 2021 - Shifting Power: Diversity to Decolonisation](#)

Frontiers of Social Innovation 2022 - Stanford - Video Gallery Presentation

Bond - [How racism manifests itself in NGO culture and structures - part two: The pitfall of EDI](#).



We Need to Talk

Organized a one-day event, “We *Still* Need to Talk: Talking Truth on Racial Equity in Global Development, on the two-year anniversary of the formation of our BIPOC-led Collective.

Hosted three transformative sessions open to the public on accountability on racism in global development, how we resist everyday oppression in aid (in collaboration with NANSHE and Decolonise MSF), and holding a solidarity space for BIPOC folks in global development.

An accessible event that saw 50 registrants, 10 sponsored tickets, and 292.00 USD in ticket sales



FINANCIALS



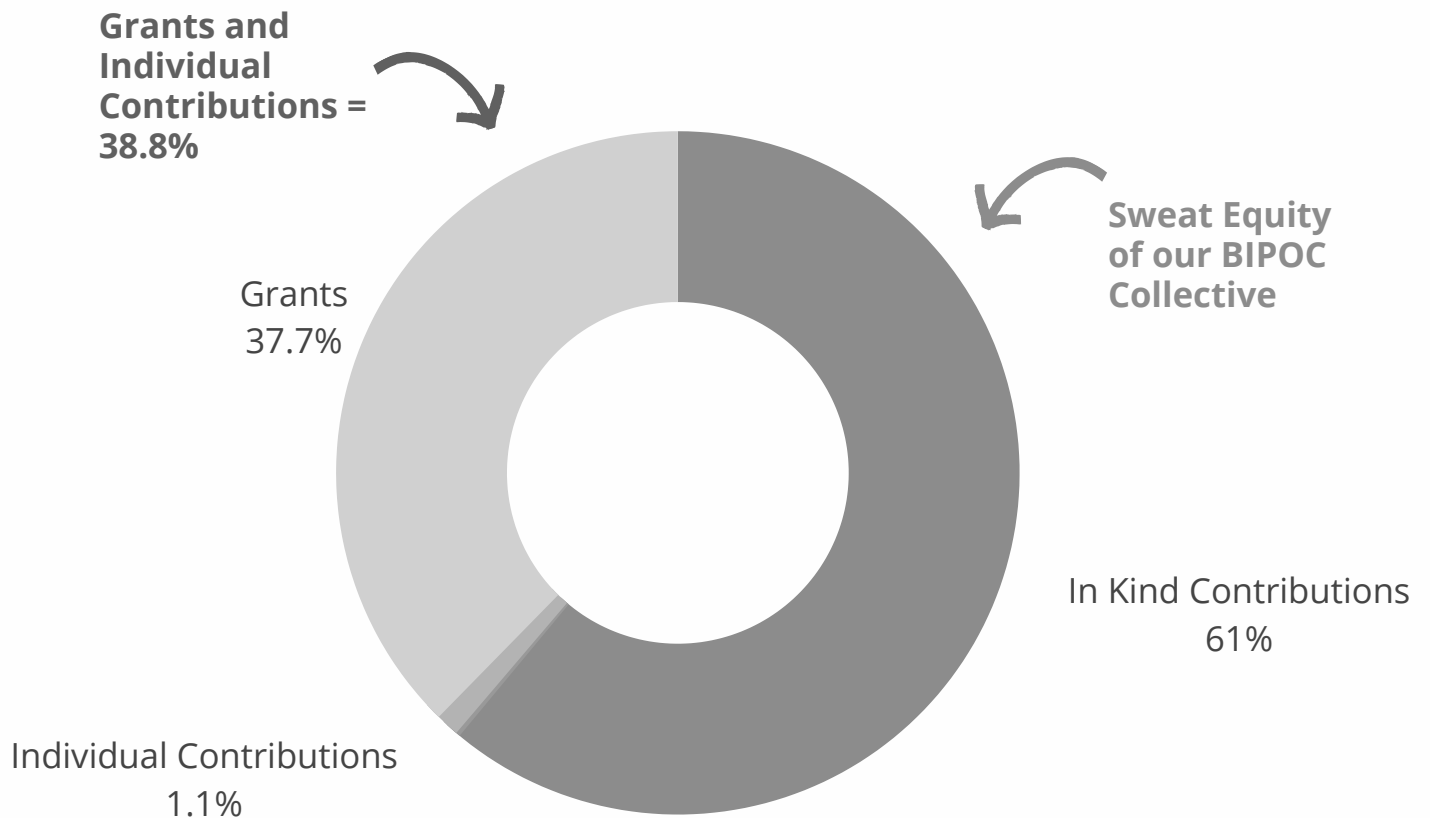
Financial Report

Total Contributions	144,201.08 USD	Total Expenses	8,758.86 USD
In-kind contributions*	88,000.00 USD	Operations Expenses	8,758.86 USD
Grants	54,312.80 USD		
Anniversary Event Revenue	292.00 USD		
Individual Contributions	1,596.28 USD		

**In-kind contributions = 4hrs/week for 11 people for 40 weeks at a day rate of 400 USD/day*



Financial Report



As demonstrated by the chart, the In-kind contributions i.e. sweat equity of the collective members, exceed the external contributions to the Racial Equity Index.

We continue to seek out partnerships and funding that align with our mission and values and hope that the global development sector and funders in this sector acknowledge the work of a BIPOC formed and led collective in the racial justice space.



**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.

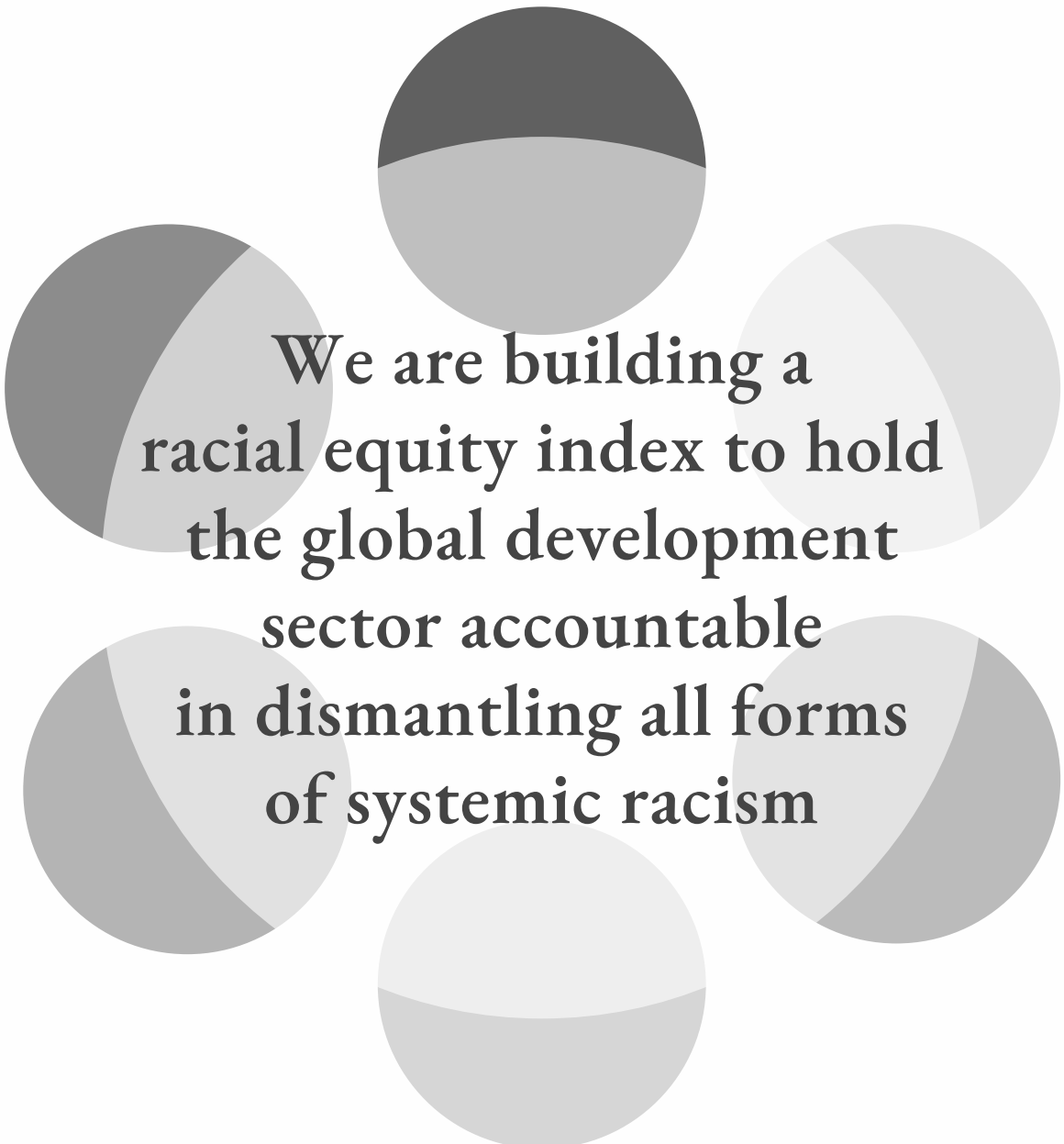
In the months that followed the international development community started to face a reckoning - one that hasn't been seen in this intensity before.

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 people who have been impacted most directly by harmful practices and beliefs in global development.

OUR VALUES

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



OUR STRUCTURE

★ We are a consensus-based decision making group



OUR TEAM

Alyssa Bovell

Anubhuti Gupta

Aqsa Suleman

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 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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