

CLAN Racial Justice Policy

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1. Introduction

CLAN is an international development agency that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, Indigeneity, disability, age, displacement, caste, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status. CLAN recognises that power and resource inequities, systems barriers and racism exist and do all, that is reasonably practicable, in the work we do to ensure the safety and wellbeing, rights and respect of those who we work for.

2. Purpose

This document sets out our commitment to Racial Justice, anti-racism, cultural safety and diversity in respect of the work of CLAN. CLAN takes an approach of inclusion of all and in all aspects of delivering our work. Where ever possible, CLAN seeks to achieve diversity in its representation and representation of the culture and people of where we work.

3. Scope

This commitment is required from all workers, partners and others with whom we may collaborate with in the delivery of our work.

4. Definitions

Anti-racism	Anti-racism refers to everyday deliberate actions that aim to eradicate the racism that exists at interpersonal and systemic levels. It means actively standing up to and challenging racism. (Diversity Council Australia, Racism at Work: How Organisations Can Stand Up to and End Workplace Racism, Sydney, Diversity Council Australia, 2022)
Cultural safety	Cultural safety is about creating a workplace where everyone can examine our own cultural identities and attitudes, and be open-minded and flexible in our attitudes towards people from cultures other than our own. A culturally safe workplace is committed to anti-racism and has a defined set of values and principles, and demonstrates behaviours, attitudes, policies, and structures that enable all workers to work effectively cross-culturally
Diversity	Understanding that each individual is unique, and recognising our individual differences. These can be along dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Racial Justice	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. The pursuit of racial hierarchies that deny justice to people of colour.
Racial hatred	Behaviour such as saying something in public that is reasonably likely to offend, insult, humiliate or intimidate a person or group because of their race, colour, or national or ethnic origin.
Victimisation	Subjecting or threatening to subject someone to a detriment because they have asserted their rights under the law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination or victimisation.

Source: ACFID Anti-Racism and Racial Justice Code of Conduct Topic Guide (<https://acfid.asn.au/wp-content/uploads/2024/04/Anti-racism-and-Racial-Justice-Topic-Guide.pdf>)

5. Policy

CLAN is committed to providing a safe, inclusive, flexible and respectful environment for workers, partners and others, in particular, children living with an NCD and their family, free from all forms of racism, racial discrimination and harassment.

All CLAN representatives, regardless of their role are required to treat others with dignity, courtesy and respect. By effectively implementing CLAN's Racial Justice Policy we commit to providing an environment for all workplace participants that promotes respectful and positive behaviour.

6. Rights and Responsibilities

All workers, partners and others are entitled to:

- engagement into an equity framework that strives to create a culturally diverse and inclusive workplace
- a workplace free from racial discrimination and harassment
- the right to raise issues or to make an enquiry or complaint in a reasonable, respectful and confidential manner without being victimised
- reasonable flexibility in working arrangements, especially where needed to accommodate any family, cultural, kinship responsibilities or religious beliefs.

All must:

- follow the standards of behaviour outlined in this policy
- respect the confidentiality of the complaint resolution procedures
- treat everyone with dignity, courtesy and respect at all times
- Report complaints.

Managers, supervisors, Committee members must also:

- model appropriate standards of behaviour
- take steps to educate and make workers aware of their obligations under this policy and the law
- intervene quickly and appropriately when they become aware of inappropriate

behaviour

- report complaints about breaches of this policy in accordance with the Complaint Management Policy
- ensure staff who raise an issue or make a complaint are not victimised
- ensure that recruitment decisions are based on an equity framework and that no discriminatory requests for information are made
- consider requests for flexible work arrangements in accordance with the employer's legal obligations
- ensure Racial Justice is an agenda item for discussion at all meetings, review projects during and at closure for opportunities to improve and ensure racial issues are captured in the organisation and project specific risk assessments
- support partners to drive Racial Justice, in particular, within CLAN projects
- Report on Racial Justice in the CLAN Annual Report.

7. Review

This policy will be reviewed every two years.

8. Associated documents

CLAN Code of Ethics and Professional Conduct

CLAN Complaint Management Policy

CLAN Work Health & Safety Policy

CLAN Preventing Sexual Exploitation, Abuse and Harassment Policy

CLAN Child Safeguarding Policy