

## **STATEMENT OF COMMITMENT AND INTENT ON INCLUSION, DIVERSITY, EQUALITY, ANTIRACISM AND SOLIDARITY IN SAFERWORLD**

As an organisation dedicated to lasting transformation for those experiencing war, injustice and insecurity, we work in solidarity with communities to prevent and transform violent conflict, advocate for peace and social justice, and build safer lives. In pursuit of this mission we unite as colleagues around core values and principles that we believe enable people overcome societal divisions and broken trust, and guide the political changes necessary to prevent violent conflict and lead to lasting peace. These values include the necessary inclusion of everyone, as equals, and as part of the solution. They are the same values that guide our behaviours internally and ones we seek reflected in the systems and processes that make up the organisation. The following is a statement of commitment and intent around the centrality of inclusion, diversity and solidarity as core values for Saferworld and our stand against all forms of discrimination. The UK Equality Act 2010 sets out the personal characteristics that are protected by law and the behaviour that is unlawful. The “protected characteristics” under the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

### **Organisational Values**

Inclusion, diversity, respect and solidarity are among core values we cherish, and we work to ensure they are reflected in our culture and practice. Achieving a sense of belonging for all, where each contribution is respected and listened to, brings the best out in us. Consequently we hold up a vision of Saferworld as a place where everyone feels valued and included; where individual difference is celebrated; and every person has an equal and full opportunity to influence change through their work.

The diversity of experience and perspective that come from our unique differences and characteristics – whether based on age, disability, religion or belief, gender, sexual orientation, ethnicity or national origin – makes us who we are. Acknowledging difference and habitually including and embracing everyone’s unique individuality and circumstance without prejudice or bias, enriches our environment and the effectiveness of our work.

It follows that we work to ensure no one is disadvantaged because of their identity or background. We confront therefore all forms of discrimination and exclusion. In doing so, we face up to the structural biases and societal norms that unconsciously shape us as individuals and as an organisation – whether forms of racism, abuses of power or privilege, or more subtle forms of unconscious bias or other types of discrimination that can unwittingly manifest itself in our daily interactions.

### **Peacebuilding Values**

These same values underpin our peacebuilding principles. Embedded in our understanding of how people transform conflict and shape conditions for change, is the right of everybody to be treated equitably and feel included as equals in society and in the decisions and processes that regulate it. Where exclusion or marginalisation is seen to lead to conflict and violence, we also see inclusivity as the pathway to the possibility of shared responsibility for reconciliation and change. ‘Equity’ and ‘inclusion’ therefore, along with diversity and respect for others, are among core values we espouse in our work. Similarly, much of what we do is concerned with the disparities of power that underpin violent conflict and insecurity – whether through political, economic or social exclusion. When we seek to challenge or change imbalances in power – in peaceful and constructive ways – we also embody awareness of power and privilege in how we relate to each other.

### **Consistency of approach in solidarity with others**

Accordingly, our integrity comes from the values and principles that guide both our peacebuilding work and the way we behave and relate to each other as colleagues. We believe to be effective peacebuilders it is necessary to demonstrate consistency in their application. In doing so, we also stand in solidarity with those seeking equity and justice in denouncing racism, intolerance, and exclusion. By working collaboratively for positive change, we play our part in confronting discriminatory attitudes or biases in the structures and processes that support our work. We acknowledge we can’t credibly undo residual legacies of colonial mind-sets, nor tackle structural flaws in international development systems, if we don’t first begin with ourselves, our organisational culture, and in the places and processes we work.