

training4changeS

Antiracism Policy



training4changeS opposes all forms of discrimination and abuse. Understanding the significance of the space in which training4changeS has evolved, we have felt compelled to share a written statement that communicates our values, and guides our actions. One of the key values outlined in our Ethics Charter is Antiracism, by which we mean to empathetically view all people as equals, and to intentionally pursue justice and equity for all. Racism breaks our heart, and cannot be tolerated on or off the pitch.

We want to honour those who inspire us on this journey including changemakers like Steve Biko, Ibram X. Kendi, John Perkins, Sheila Wise Rowe, and Gloria Yamato; organisations like Isiphambano and Dismantling Racism Works; and the numerous people we have the opportunity to walk with on a daily basis.

Our goal is to create a safe inclusive environment where power and opportunity are shared equitably, where everyone experiences a sense of well-being and belonging. When people are fully accepted, they are more likely to feel valued, respected, and motivated; they feel empowered to contribute their unique ideas, and realise their full potential. We view inclusion and equity as more than just outcomes, they are guiding lights for our journey.

We believe that life is a continuous growth cycle of experiencing, reflecting, learning, and implementing. Likewise, the movement from racist to antiracist is always ongoing. We acknowledge that there is much we need to learn, and there are many people we need to listen to. We believe it is vital to continue learning from people with different perspectives, accepting that we may be challenged by or disagree with some of the things they say and do. Therefore, we strive to build a strong process of lifelong learning in community. To support this process, it is important to establish a basic shared understanding and framework of what we mean by racism and antiracism.

How We Understand Racism

The roots of racism are in power and policies. Multiple forces, both past and present, act to create unequal experiences of the world for different people.

Racism is a powerful system that creates false hierarchies of human value based on skin colour. Racism is a complex interwoven system impacting all aspects of life. When defining racism, we use a “both/and” perspective:

- Racism is both Personal and Systemic (perpetrated by individuals and through policies)
- Racism is both Intentional and Unintentional (believed or perpetrated consciously and unconsciously)



A four-fold understanding of racism can be helpful for more fully comprehending the problem. Racism is simultaneously:

1. DESIRE – Racism begins in the heart, it is fuelled by all kinds of desires including wealth, greed, arrogance, and pride, as well as willingness to exploit the vulnerable and seek comfort or luxury at the expense of others.
2. NARRATIVE – Throughout history various lies have been told and adapted to justify certain actions that have perpetuated racial injustice and inequity.
3. STRUCTURE – Systems, laws, and processes have been intentionally created throughout history to support the myths of racial superiority, and to restrict the access certain people have to education, wealth, and power.
4. FRUIT – The effects of racism continue to wreak havoc on our communities and our ability to love our neighbours.

We acknowledge that white privilege and everyday racist abuse negatively impact our communities by reinforcing inequity and injustice.

- White Privilege means having unearned and greater access to power and resources than people(s) of color in the same situation; this is both a legacy and a cause of racism.
- Everyday racist abuse means persistent, often subtle, slights and indignities that marginalised people experience in daily interactions with others, which negatively impact health and well-being.

The Historical Context of Racism:

Discrimination is an age-old human problem. The modern concept of race, and its role in systemic forms of prejudice, started emerging in the 1400s as a sociological concept that was created to justify conquest, slavery, and colonialism. Racism is a global problem; the construct of racism has been validated and reproduced in societies worldwide. Racism played a central role in the establishment of the Cape Colony, and has remained detrimental throughout the growth of South Africa.

The heinous Apartheid system was intentionally designed to keep people apart with social engineering that included separate schools and medical facilities, as well as other segregated social and economic spaces. The Apartheid spatial planning system was particularly effective in keeping people isolated from each other, and as a result people remained ignorant and oftentimes fearful of one another. Because South Africa is still affected by the scars of Apartheid era spatial planning, many people remain isolated from people with a different skin colour.

We believe the lack of proximity to one another, particularly to those who continue to experience the oppression and exclusion of the systems of racism, has a direct impact on our ability to form deep relationships, express empathy, and act in informed ways to dismantle systems of racial injustice. Statistics lay bare the vast divisive inequity in South Africa, much of which is magnified in Stellenbosch.



How We Understand Antiracism

Antiracist work can be compared to travelling upstream; if we are not actively moving against the flow, we are being led by the current. There is no neutrality in the racism struggle. Antiracism points us towards new ways of thinking about ourselves and each other that are liberating. It is an active process of going beyond racism, of discovering the next steps to take in contributing to the undoing of racism and building of a just and equitable society by changing systems, organisational structures, policies, practices, and attitudes, so that power is redistributed and shared equitably.

Being antiracist requires active learning, listening, and reflecting, paired with intentional holistic action. We believe that if you are not proactively taking action against racism in some way, you are contributing to the problem of racism. Antiracism is not an optional addition to our work; it is at the heart of all that training4changeS exists for.

Antiracism requires:

1. REFLECTION – It demands self-awareness, self-criticism, self-examination, and self-directed learning, as well as consistently identifying and describing racial inequities in the world around you.
2. RESTORATION – Struggling to be fully human while acknowledging that others are fully human. Every single person on the planet has inherent dignity and worth simply because they exist.
3. COLLABORATION – Honouring and celebrating all people as equals in all of their apparent differences, and working together towards stable, consistent goals.
4. ACTION – Striving to dismantle structures built on racism, and engaging in the task of building new and better antiracist structures.

When it comes to PEOPLE, we commit to:

- Celebrating cultural differences and seeking to learn from each other
- Seeking to listen to and learn from all communities around us, acting with humility and openness
- Taking intentional action in order to diversify our team at every level
- Working to design our recruitment processes in ways that help overcome barriers related to race and socio-economic background
- Helping young people learn how to appreciate, love, and support people that are different than them
- Striving to help people find antiracist power within themselves so they can help eliminate racial inequity in their spheres of influence

When it comes to POLICIES, we commit to:

- Regularly examining our policies to ensure they are racially inclusive and equitable
- Requiring all training4changeS team members to maintain good conduct, and avoid contravening this policy
- Addressing every instance of racism in a way that holds people accountable while encouraging growth and restoration
- Encouraging complaints about racism and racial harassment within training4changeS to be brought to the attention of training4changeS management as soon as is reasonably possible in the circumstances
- Investigating and addressing all complaints we receive promptly and appropriately to the full extent of the law
- Developing strategies to help prevent racist incidents from occurring and recurring

When it comes to PRACTICES, we commit to:

- Striving to facilitate opportunities for people to move closer to each other, and learn together how to take antiracist action
- Aiming to ensure that our spaces are welcoming for all people and that our activities celebrate diverse histories and cultures
- Committing to a process of ongoing antiracist education so we can continue learning as individuals and as an organisation
- Leveraging our power to act in collaboration with those who experience racial discrimination
- Aiming to help people around us become more aware, informed, and empowered to take meaningful antiracist action
- Doing our best to provide exemplary leadership on antiracism, and in doing so, acting as a catalyst for others around us to take action towards long-term change

This policy clarifies an important part of who we are and what we do at training4changeS. We will continue to learn and adapt; and as we do, we will update this document and our other policies whenever it may help us to take antiracist action more effectively.