



## Equality, Diversity and Inclusion

### Terms of Reference

After publishing our Equality, Diversity and Inclusion statement in 2020, we have hosted monthly EDI chats with our team to support and encourage honest communication around what this means for our vision and our work, and how our personal journeys and experiences can impact our assumptions, unconscious bias and different viewpoints of the world.

From these conversations we have strengthened our understanding and exploration of language and how important it is to have a shared terms of reference for our work. This promotes our goal of creating safe spaces, providing holistic services and meeting stakeholders where they are at. This approach is also a priority for our teams' wellbeing, safety and continuous professional development.

We used Inc Arts' #BAMEOver statement as a starting point and used direct quotes from it to create our tailored guidance for language and engagement, you can read the [full statement here](#).

#### 1. Why are we using these terms at all?

We don't use these terms for an easy grouping of people, we use them to clearly explain specific issues we are tackling in a way that maintains a balance of power and honours the humanity of the people we are trying to help.

#### 2. Why is language important?

Language reflects our underlying beliefs and can be powerful tools to maintain oppressive status quos. Language is not just words but all of the historic associations of those words and how they have been used and by whom. The words are not 'wrong' in and of themselves, but the way they have been used may be.

Language evolves. The terms we've agreed today may change in the future. Let's go on the journey together.

#### 3. Self - Identification

Above all we believe that self-identification is preferable. That a person is best to state how they would like to be referred to some terms we use on our team; **'person of multiple ethnicities'** 'Malaysian Chinese, South East Asian heritage', 'Birmingham Irish', 'Northern, British English, Scottish and Welsh heritage', 'Ozzie with European heritage, adopted scouser', 'British Indian' 'Afro-Caribbean heritage', 'Black woman' 'British', etc

We also understand that how we identify ourselves can be different depending on who we are with e.g if in the company of people who share a similar background, you may use a different term Black woman versus woman from the African diaspora.

From #BAMEOver Statement:

*Instead of ... 'Black'*

*Many black people don't object to being called black: for others it is not accurate enough. Black is a political term, best used by those who meet the conditions of its description. It speaks of collective action against racially motivated oppression. It includes those of African and Caribbean heritage.*

*If you mean African people born in Africa, say so. If you mean third generation Caribbeans, say so. **'People of African or Caribbean heritage'***

## **2. If you don't know and NEED to know, ASK.**

We discussed that it is important for Movema to know how people identify in order monitor our equality commitments and ensure our projects are working

It is important for us to take the time to get to know people when they come in to our programmes, we are interested and we care, we don't want to be ignorant of individuals' backgrounds, we acknowledge they may want to share this to feel seen and heard.

We are now comfortable with asking people, 'What is your preferred pronoun?'. We can do the same with '**How do you describe your ethnicity?**'.

As a team we are aware that these enquiries, no matter how carefully worded, timed or judged, are received differently when posed by people of different ethnicities.

**3. We agree to use the term 'ethnically diverse' to communicate with stakeholders about our team, priority groups and focuses.**

**4. We believe collective terminology is necessary, acronyms are not. We think reducing people to acronyms is problematic as it removes their humanity and individuality and makes them an 'other'.**

**5. We don't use the term 'Minority' people referred to as such are actually in the 'global majority'.**

**6. We value the person first and foremost, we always use the words person/people when referring to a person/people.**

**7. We will be specific and understand the terms we use and why we are using them i.e. African Diaspora people, South, East, and South East Asian diaspora people, people who experience racism.**

From #BAMEOver Statement:

**"People who experience racism"**. This term provides acknowledgement of the harm caused, and gives context in many instances where a collective term is sought.

It will also require you to then articulate who you are referring to, and may, depending on context, refer to Western Asian people, Irish people, Jewish people and others whose oppression is not captured by current terminology. Please use with awareness the phrase 'people who experience racism'.

## **8. We do not use the term People of Colour.**

*From #BAMEOver Statement:*

*People of Colour is a US term, as is 'Black, Indigenous and People of Colour'. In the UK for many people over 35 this has uncomfortable resonance with the racist terminology 'coloureds'. The 'colour' of one's skin is not what we have in common, it is our lived experience of racism directed against us.*

## **9. Multiple heritage**

We think multiple is acceptable and the least harmful to be used if needed, we will not use this term, but understand a person may self-identify using this term. Mixed and Dual heritage are considered problematic & offensive by some in the way they have been used. It is essential to be aware of the sensitivities this can pose.

Thanks to our team for regular and open conversations to create Movema's approach and terms of reference. These discussions will continue with our team, freelancers, board, partner organisations and participants.

Thanks to Inc Arts for creating and sharing the #BAMEOver Statement and supporting us in our work in Equality, Diversity and Inclusion.