

RACIAL JUSTICE POLICY

INTRODUCTION

Bridgit Water Foundation is committed to promoting racial justice and equity in all aspects of our work. As an international organization, we recognize the diverse cultural and racial contexts in which we operate, and the unique challenges faced by marginalized communities. Our mission is to foster an inclusive environment where all individuals are treated with dignity and respect, and where racial equity is actively pursued.

The Racial Justice Policy is overseen by Bridgit Water Foundation’s Board of Directors, including the Founding Director.

CORE PRINCIPLES

1. **Equity and Inclusion:** We are dedicated to creating equitable opportunities and fostering an inclusive environment for all employees, partners and communities we serve.
2. **Respect and Dignity:** We respect the inherent dignity of every individual and are committed to recognizing and valuing diverse perspectives and experiences.
3. **Accountability:** We hold ourselves accountable for promoting racial justice within our organization and in the communities we serve.

GOALS

1. **Diverse Workforce:** Increase the diversity of our staff at all levels, particularly in leadership positions, to reflect the communities we serve.
2. **Culturally Responsive Programs:** Ensure our programs are culturally responsive and address the specific needs and challenges faced by racially marginalized communities.
3. **Education and Awareness:** Provide access to training on racial justice, implicit bias, and cultural competence for staff and stakeholders as requested.

IMPLEMENTATION STRATEGIES

1. **Recruitment and Hiring:** Implement targeted recruitment strategies to attract candidates from diverse racial and ethnic backgrounds. Ensure fair and unbiased hiring practices through standardized processes.

2. **Program Design and Evaluation:** Integrate racial equity considerations into program design, implementation and evaluation. Regularly assess and adjust programs to ensure they effectively address racial disparities.
3. **Partnerships and Collaboration:** Build and strengthen partnerships with organisations and communities that prioritize racial justice. Collaborate with local leaders to co-create solutions that are culturally relevant and sustainable.
4. **Training and Development:** Provide access to training on racial justice and equity. Encourage staff to engage in self-reflection and continuous learning about their own biases and privileges.

ACCOUNTABILITY AND MONITORING

1. **Feedback Mechanisms:** Establish channels for feedback and concerns related to racial justice. Ensure that these mechanisms are accessible and that responses are timely and transparent.
2. **Leadership Commitment:** Ensure leadership at all levels demonstrates a commitment to racial justice through actions and decision-making. Hold leaders accountable for advancing racial equity within their teams and the organization.

CONCLUSION

Bridgit Water Foundation is dedicated to advancing racial justice as a fundamental component of our mission. We recognize that this is an ongoing journey requiring commitment, reflection, and action. Together, we strive to create a world where racial equity is the norm, and all individuals can thrive.

AUTHORISATION



Signature of Board Secretary

24 November 2024

Date of approval by the Board

Bridgit Water Foundation