

IFS Statement and Commitment to End Racial / Ethnic Discrimination

Adopted by the Board of Directors April 23, 2015, Budapest, Hungary

The settlement house and neighbourhood house movement acknowledges and welcomes diversity in all its forms among people in our societies: ethnic, national, cultural, gender, sexuality, language and physical ability. This Statement on Ending Discrimination is particularly focused on ethnic / racial discrimination.

Ethnic diversity can support creativity, deliver new insights, and improve decision-making in addressing the problems our communities face. Diversity is a strength that we seek to use in strengthening our communities. As a movement we are committed to involving talents from all ethnic backgrounds in leading and delivering the change we want to see.

We recognise however that due to racism, power is not equally shared among all ethnic groups. Some groups are unfairly discriminated against and experience prejudice on the basis of their colour, ethnic origin, nationality or culture. The settlement house and neighbourhood house movement works to eliminate racism by challenging unfair discrimination and prejudice in our organisations and our communities.

We understand that racism takes different forms in different societies, and can change over time. Racism can be manifested in relationships between people, leading to harassment, violence and exclusion. Racism also operates structurally where the interaction between institutions, policies and practices perpetuates barriers to opportunity and maintains the privileges of advantaged groups.

The settlement house and neighbourhood house movement has worked in the past to address racism and reaffirms its commitment to:

- Sharing effective practice on challenging racism in our organisations and communities
- Working alongside members of marginalised minority ethnic groups to understand and respond to the challenges faced as a result of racism
- Using our influence to effect policies and practice at local, national and international levels
- Creating opportunities in our communities for interaction, collaboration and sharing across ethnic boundaries

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