WILPF’s commitment to becoming an anti-racist movement
WILPF acknowledges that the legacy of the feminist peace movement, including our own legacy, carries prejudice, stereotypes, and misinformation against people of colour, coupled with unequal structures that allow privileged groups to act on their prejudice. Our sector as a whole, is born out of a deeply problematic colonial history, its understanding of the world is produced through colonial logic, much of its institutions are still shaped by attitudes of saviourism and beliefs of superiority, and it regularly dismisses the knowledge, experiences and practices from the Global South.

This has resulted in structural limitations, harassment, exclusion, marginalisation, discrimination, and violence towards people of colour.

We believe it is our responsibility, as a feminist movement and as people with integrity, to combat racism and remedy its impact on people of colour and on our society. We believe that we are all complicit in the system that is creating such inequalities, it is not enough to not commit openly racist acts or condemn them, we should all proactively replace the racial assumptions that lie so deep in our conscious with more truthful and complex understandings of the peoples and cultures around us. We should also use the spaces available to us to create systems and cultures of equality using collective power to remedy the suffering of those who don't share our privileges.

As a feminist peace movement, we are committed to take action to identify, address and counter both the causes and the manifestations of such structural racism within our movement, so we are in a better position to fight it in the world.

Objectives:

WILPF is aiming to take proactive steps to identify, understand, address, and eventually overcome the causes and manifestations of structural racism within our movement.

Identify:

WILPF will take active steps to find out how well we are doing in terms of being adequately reflective of the diversity of our movement, meaningfully inclusive of people of colour, and hold a structure where everyone can achieve their full potential, unburdened by characteristics that usually under-privilege them within society. We seek to examine the movement's culture in all its forms (official and implicit) and how manifestation of power and racism are currently displayed within it.

We want to identify the shortcomings of the current power structure, decision making mechanism, the make-up of senior positions, access of people of colour to positions at all levels, assess the culture and what we have done or failed to do to achieve an environment that is based on inclusion and free as possible from structural racism.
Understand:

When we have the numbers, the circumstances, and the baseline we are starting from, we will combine this with accounts of those who have been disadvantaged by the structure as well as those who have been advantaged or unburdened by it. WILPF wants this process to be a true opportunity for reflection, questioning what had seemed inevitable and assessing our contributions to the system, what we could have done better both as individuals and collectively as a movement.

Address:

With a thorough understanding of the differential experiences of people, and how our systems contributed to them, we will seek full buy in by our leadership and membership to implement the change needed to move forward, understanding that this is a pressing priority that will require investment of time, resources and moving out of our comfort zone. We will call for a working group from across the movement and together create a concrete operational plan and imbed it in our strategic vision, actions and policies. This may include policy changes, accountability mechanisms, training and other means identified by experts and customised for the needs of WILPF. This includes using external professional expertise on issues that can’t be addressed within our internal skillset.

Overcome:

After having used technical expertise to create a plan to address the factors identified, WILPF will set a clear goal and timeline to hold ourselves accountable to the change we are aiming to see. We aim for this process to be inclusive, consultative, transparent and action orientated.