**‘In a racist society it is not enough to be non-racist. We must be anti-racist’ Angela Davis**

**Lewisham Youth Offending Service**

**Anti-racism Statement:**

Recent events have compelled us as an organization to examine and take action against the multifaceted nature of racism. **Racism is dehumanizing to everyone it touches**.

Youth Justice, Probation and Social Work holds a longstanding value of upholding and working toward social justice for all people. We are a caring community, welcoming and respecting of diversity and working for social justice. We must examine racism beyond the actions of individuals, for it is embedded in the very fabric of our society.

**We acknowledge** that racism can be unconscious or unintentional, and that identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact. As an anti-racism organization we vow to purposefully identify, discuss and challenge issues of race and colour and the impact(s) they have on our organization, its systems, and its people. We will also challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

**We are resolved** to explicitly and publicly affirm our identity as an anti-racist service

**We are resolved** that our anti-racism commitment be reflected in the life and culture of the service through our policies, programs and practices as we continue to learn about racism.

**We resolve** to develop and work to implement strategies that dismantle racism within all aspects of our organization, our stakeholder services and wider network.

**We resolve** to promote the potential of children in development of their critical thinking to be aware of their history, understand injustice and take pride in their identities to be their best.