

BY AND FOR

SELF DETERMINATION. AUTONOMY

THE POLITICS OF BY AND FOR

- Lived experience organisations addressing socio-economic realities.
- **100% of staff, senior managers and Board of Trustees** are Black and minoritised women.
- **100% of women and girls using services** are Black and minoritised.
- **100% of membership** is Black and minoritised.
- Has a Black feminist ethos locating itself as an **anti-racist, social justice and intersectional organisation**.
- **Intersectionality** recognises the roots causes of oppression as systems of economic exploitation and subjugation targeting Black and minoritised women.
- A **social justice organisation** addressing racism and VAWG. Historically rooted in **anti-racism**.



THE WORK OF DECOLONISATION, AND THAT OF BLACK FEMINISM IS ALSO ABOUT TRANSFORMATIVE SOCIAL AND ECONOMIC JUSTICE

POLITICAL BLACKNESS

THIS PROCESS, OFTEN CALLED ERASURE, RISKS VOIDING AND RE-WRITING THE HISTORY OF BLACK AND MINORITISED PEOPLE AND THE GLOBAL MAJORITY. TO PREVENT ERASURE, THE WORK INVOLVES DECOLONISING INSTITUTIONS, WEALTH ACCUMULATION AND DISTRIBUTION, AND PROCESSES GOVERNING KNOWLEDGE WHICH EXCLUDE DIVERSE EXPERIENCES.

- **Political Blackness** encompasses all women whose herstories originate from Africa, Asia, the Caribbean and Latin America, including the indigenous peoples of Australasia, the Americas and the islands of the Atlantic Indian and Pacific Oceans.
- **Global majority populations are designated with a permanent minority status.** This is a label imposed by the state and society in the places where they settle regardless of the history of settlement, legal status and citizenship in the country.

What do we call diverse women in the context of pervasive structural inequality and how do we distinguish these diverse histories so we are not lumped together, void of history and political context?

- Talk about the consequence of oppression and the impact on collective identity.
- Political Blackness defines our **collective solidarity against racism**.
- **Minoritised** refers to the **experience of structural inequality and racism**.
- Used together, Black and minoritised identifies the struggle against racism of a global majority population.

"There is no Hierarchy of Oppressions"
- Audre Lorde

Subjection: noun. [U]. defined as an act of subjecting a country or person to one's control or subjugations that come about through exclusions and discrimination characterise the experiences of the global majority in particular ways.

(Reference: Cambridge English Dictionary)

