ANNUAL REPORT
JULY 2021 - JULY 2022

THE RACIAL EQUITY INDEX

Building Community with Collective Care
2 years in the Fight to Dismantle Systemic Racism in Global Development
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Letter from the Racial Equity Index Working Group

The moment we choose to love, we begin to move against domination, against oppression. The moment we choose to love, we begin to move toward freedom, to act in ways that liberate ourselves and others.
- bell hooks

It would be easy to start our annual report letter off with a list of our accomplishments from the past year, but love requires us to liberate ourselves from the facade of perfectionism and white supremacist capitalism which centers output over humanity. So we, The Racial Equity Index, start with an acknowledgment of our reality - we are 11 dedicated humans, supported by 5 brilliant peer reviewers, a community of supporters and advocates, and all the beings in our lives that support us in showing up, every day, to do this required but difficult work.

Fighting for racial equity in global development is a daily act of love because every day we continue to experience racial violence in our work and experience the layered and broad violence of the sector which continues to perpetuate harm to Black, Indigenous, and people of color who show up every day to do necessary work.

Organisations that were vocal about their commitments to anti-racism work in 2020 are still being challenged almost daily for continuing to uphold racist organisational structures, and leaders within these organisations continue to place their fragility ahead of their self-accountability and failure to recognise the consequence of upholding harmful systems of violence and unwillingness to distribute and share power.

Meanwhile, our work continues to be praised by many across the global development sector - and our research quoted and referenced. Yet, we have continued in our struggle to establish substantial and sustainable funding while similar equity initiatives from mostly white-led, well-established organisations are funded.

As volunteers navigating the reality of a systematically racist society, we are tired - but we are not alone. We aspire to integrate and deepen collective healing, compassion, and love throughout our endeavors, partnerships, and connections with one another as a BIPOC-led collective with lived experience of racial trauma. We look forward to releasing more opportunities for the global development sector to join in a trust-based partnership with us on this journey towards racial equity and justice.

We are doing this work at the same time as carrying out our full-time jobs, part-time jobs, consulting work, raising children, and caring for loved ones - so collective care and our love for each other is front and center, always.

To our Black, Indigenous and people of color community - we hold you in honor, respect, and recognition of our collective fight for racial equity, justice and freedom.

The Racial Equity Index
OUR WORK
THE RACIAL EQUITY INDEX

WHAT WE DO

Community Work

We Need to Talk

Sector Wide Knowledge Sharing

Anti-Racism Organisational Facilitation

Institutional Inventory

Org Partnerships /Consulting Work

WHAT'S NEXT
Conducted in-depth analysis of the qualitative data from the global mapping survey and identified 2-5 subcodes for all eleven indicators.


Reviewed our initial qualitative data analysis and identified themes in preparation for draft survey questions.

Created a comprehensive first draft of the Index, including survey questions and a scoring methodology.
Building the Racial Equity Index

1 GLOBAL MAPPING SURVEY
The Global Mapping Survey will ask one main question on what are the top 5 issues/areas that people think about when focused on Racial Equity from an org. Perspective in the Int. Dev sector

Completed 2020/2021

2 DATA MINING
Data will be collected and processed from the Global Mapping Survey. The top 5 - 7 issues/areas that are noted will be transformed into focus groups.

Completed 2021

3 INDEX SKELETON AND TESTING
Drafting the first iteration of the Index and accompanying scoring system. The Index will undergo testing and a test group of organisations will be rated before the release of the full index.

We are here!

4 BUILDING AND LAUNCHING THE INDEX
Plan for implementation including identification of who will be involved in these implementation steps.
Community Work

We have begun shaping our new approach to partnerships based upon collective care and community.

We have issued a call to potential partner organisations to join our partnership community, where they will contribute to the co-creation of the Index.

Those who step into partnership with us are asked to:

- respect and advocate for collective and consensual knowledge generation,
- utilize their power and privilege to create platforms for others,
- embrace true humility, recognizing that they also get things wrong, and
- accept true accountability of their actions.
Sector Wide Knowledge Sharing

Webinar: Partners and Investors Collective

Webinar: Full Data Release from the Global Mapping Survey

Recorded and released: 6 podcasts to The Racial Equity Index YouTube, Spotify, and Google Podcast channels.


Gave evidence: To the UK’s International Development Committees evidence session and contributed to the Racism in the Aid Sector.

Presented: Posner Center Symposium 2021 - Shifting Power: Diversity to Decolonisation

Frontiers of Social Innovation 2022 - Stanford - Video Gallery Presentation

Bond - How racism manifests itself in NGO culture and structures - part two: The pitfall of EDI.
We Need to Talk

Organized a one-day event, “We *Still* Need to Talk: Talking Truth on Racial Equity in Global Development, on the two-year anniversary of the formation of our BIPOC-led Collective.

Hosted three transformative sessions open to the public on accountability on racism in global development, how we resist everyday oppression in aid (in collaboration with NANSHE and Decolonise MSF), and holding a solidarity space for BIPOC folks in global development.

An accessible event that saw 50 registrants, 10 sponsored tickets, and 292.00 USD in ticket sales
FINANCIALS
## Financial Report

### Total Contributions

<table>
<thead>
<tr>
<th>Total Contributions</th>
<th>144,201.08 USD</th>
<th>Total Expenses</th>
<th>8,758.86 USD</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-kind contributions*</td>
<td>88,000.00 USD</td>
<td>Operations Expenses</td>
<td>8,758.86 USD</td>
</tr>
<tr>
<td>Grants</td>
<td>54,312.80 USD</td>
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<tr>
<td>Anniversary Event Revenue</td>
<td>292.00 USD</td>
<td></td>
<td></td>
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<tr>
<td>Individual Contributions</td>
<td>1,596.28 USD</td>
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*In-kind contributions = 4hrs/week for 11 people for 40 weeks at a day rate of 400 USD/day*
As demonstrated by the chart, the In-kind contributions i.e. sweat equity of the collective members, exceed the external contributions to the Racial Equity Index.

We continue to **seek out partnerships and funding** that align with our mission and values and hope that the global development sector and funders in this sector acknowledge the work of a BIPOC formed and led collective in the racial justice space.
ABOUT THE RACIAL EQUITY INDEX
The murder of George Floyd shook the whole world in 2020 and ignited a firestorm in the international development community on the deep and systemic racism within global development.

In the months that followed the international development community started to face a reckoning - one that hasn’t been seen in this intensity before.

The Racial Equity Index was born in July 2020 in response to the need for an accounting of the immense lack of racial equity in the development space.
The global development sector has a very poor track record as it relates to engaging with issues of racial equity and racial justice in a meaningful manner. This is particularly stark when we acknowledge the colonial roots of modern global development practice.
The Racial Equity Index is a BIPOC-led volunteer collective, based around the world, with 50+ years of direct experience of racial inequity and injustice within global development.
OUR MISSION

We are building a racial equity index to hold the global development sector accountable in dismantling all forms of systemic racism
The work of the Racial Equity Index is intentional, authentic, intersectional, and informed and led by the lived experience of the people who have been impacted most directly by harmful practices and beliefs in global development.
Our Values

We are purpose driven, volunteer-led, and bold.

- We practice radical empathy
- Our work is transparent
- We are anti-racist
- We centre accountability and humility
- We create a welcoming space
- We are intentional and intersectional
Our Structure

We are a consensus-based decision making group

- Communications Group
- Working Group
  - Workstreams: each workstream has a specific focus area and is comprised of members from the working group + facilitator
- Partnerships and Development Group
- Survey Group
- Peer Review Group

Our work is peer-reviewed by an independent body of experts
OUR TEAM

Alyssa Bovell
Anubhuti Gupta
Aqsa Suleman
Chantal Hildebrand
Gratiana Fu
Harriet Mensah-Menson
Lena Bheeroo
Maria Rebeca Ortiz
Mutiara Alam
Tina Ajuonuma
Uma Mishra-Newbery
Our work is intentional, challenging, and necessary.

For our BIPOC community we do this work with and for you, in witness of our common experiences in the global development space and in solidarity with you as you navigate through this space daily.

For our allies, we welcome support where it is meaningful and does not cause harm.

For those who dare to reimagine a global development sector with equity and justice at its core, we say Join Us.

And for those who fail to understand the need for racial equity in global development, we say: Get Ready.