

ARISE – Gorta Group
(Anti-Racist, Inclusion, Solidarity and Equality)
Terms of Reference

1.0. INTRODUCTION

1.1. Background Information

The world is at an existential crossroads involving a pandemic, a deep economic recession, devastating climate change, extreme inequality and an uprising against Institutional racism. The recent killings of Black American citizens, George Floyd, Breonna Taylor and many more at the hands of the police, have sparked an outcry across the globe, leading citizens, organisations, businesses to express their support to the Black Lives Matter (BLM) movement and to call for unequivocal anti-racist action. The Gorta Group recognise that we need to dismantle dominant and long accepted ways of thinking and to work together to create a world free of anti-blackness where every person has the social, economic and political freedom to thrive as we respect and celebrate differences and commonalities. Systemic racism is a human rights issue and in the words of Charity So White;

“This is a conversation about power and privilege. It is a conversation about how the structures and cultures within our sector reinforce inequality in our sector. We don’t want to burn the sector down, we want to make it better.”

Power and Privilege when it comes to race in international development has long been an issue with a growing movement towards southern led initiatives and backlash against white saviourism. The Gorta Group is committed to fighting against this injustice in its programmes and its own operations. To ensure that the organisation acts responsibly and takes a principles-based approach to doing business, since 2019 the Gorta Group has been a signature to the United Nations Global Compact (UNGC). Through this the Gorta Group has committed to operating in a way that, at a minimum, meets fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption and establishes a culture of integrity, openness and transparency which at our best can uphold our basic responsibilities to people and planet and also set the stage for our long-term success.

To enable the Gorta Group to deliver on its values and its commitment to human rights- it has set up a committee to help promote **Anti-racist, Inclusion, Solidarity and Equality (ARISE) across the organisation.**

1.2. The Scope

The purpose of establishing this group is to conduct the following:

- Identify/examine structures of power and privilege within the GG looking at culture, strategies, processes, procedures and listening to the experiences of our black colleagues and colleagues of colour and address the issue of racial inequality.

- Recognise (racist) biases both at individual and organisation level and recommend processes to address them.
- Create champions that advocate for incorporating diverse perspectives and social justice rights and practices into the GG.
- To share and bring to the table discussions of systemic racism,
- Invite relevant speakers on topics around racism, equality, diversity, social justice etc to encourage ongoing learning and increase knowledge.
- Draft a clear policy framework drawing on the insights/learning from the HR and Business framework and have it included in the staff handbook in all jurisdictions. (Allow this to be amended as time goes on to reflect findings, new policies, wider cultural/political contexts etc)
- Set clear goals and work outputs, and dates/ milestones to report back to all staff
- Establish an accountability mechanism for responding, counselling and managing racism in GG including within the Board
- Amplify anti-racist work through our network using our channels of influence to inspire others

1.3. Key Deliverables

1. Clear Policy Document with recommendations on procedures and measured to be undertaken to remove inequalities/racism at different levels within the Gorta Group with a clear timeline of actions.
2. Report on the findings of the current state of affairs in relation to racism and inequalities within the Gorta Group; and a Step-by-step Framework/guidelines on approaching the current state of affairs that leads to achieving an organization free of racism/inequalities.
3. Racism/Inequalities' Monitoring tool
4. Periodic (monthly/Weekly) email bulletin updates to all the Gorta Group on progress made so far.
5. Coordinate the provision of external anti-racism training for all staff including as part of the hiring and induction process.

1.4. Term of Engagement

The term of ARISE Gorta working group will begin on the 9th July 2020 and will remain in effect up to and including 9th July 2021. This may be extended when the working group feels that there is need for more time to complete the assignment.

1.5. Membership of the Group.

The ARISE committee consists of a team of people from across the Gorta Group including Partner Africa, Tru Trade and SHA who are committed to ensuring the organisation creates an enabling environment for all employees to develop and thrive. The committee consists of the following people:-

#	Name	Gorta Group	Country
1	Priya Bhullar	Self Help Africa	UK
2	Sarah Clancy	Partner Africa	The Gambia
3	Tigist Gelaye	Self Help Africa	Ethiopia
4	Virginia Mzunzu Kwizombe	Self Help Africa	Malawi
5	Elia Manda	Self Help Africa	Zambia
6	Paul Andre Traore	Self Help Africa	West Africa
7	Robert Gensi	Self Help Africa	Uganda
8	Ray Jordan	Gorta group	IRL
9	Mary Sweeney	Self Help Africa	IRL
10	Valerie Nasimiyu	Partner Africa	Kenya
11	Mercy Amito	TruTrade	Uganda
12	Peter Okoth Aluoch	Self Help Africa	Kenya

1.6. Accountability

The group facilitated by Mary Sweeney will be responsible for reporting back to all staff and will present a report to the Board in due course sharing the findings of the ARISE committee and its deliberations.

2.0. METHODOLOGY

This Working Group is responsible for the technical inputs relating to the design methodologies that would inform the best practice to counter racism and other inequalities within the Gorta Group. This will be carried out based on the following:

- **Communication:** The group will make use of remote methods such as zoom, google meet or skype to conduct periodic meetings. Feedback within the group and to the whole Gorta Group will be channeled through emails. At the beginning, meetings will be conducted every two weeks (sub-group meeting can be held in-between) to set the pace and highlight key issues. Later, this will change depending on the plans of the group.
- **Additional Committees:** The team will create Sub-groups/Committee to handle different areas during this process. Each sub-group/committee will be responsible to deliver their feedback to the Whole ARISE group within the given time frame, **Use of Business and Human Rights Framework:** the team will align to the United Nations 'Protect, Respect and Remedy' framework that to ensure key deliverables provides for protection against human rights abuses and greater access by victims to effective remedies.
- **Information Gathering:** Webinars, call contacts, group discussions, will be organized to facilitate information gathering

3.0. Timeframe:

Activity	Q3-2020	Q4-2020	Q1-2021	Q2-2021
<i>First Meeting and Formation of Sub-groups</i>				
<i>ToR and Framework Developed</i>				
<i>Second meeting of ARISE to discuss, collate and finalize outputs</i>				
<i>Define and Carry out next Priorities</i>				
<u>Report on key findings shared with the Board.</u>				
<i>Final Policy Document Submitted to Board</i>				

4.0. Working Group Guidelines/Ground Rules

The following rules of engagement will guide the discussions within the ARISE team and or sub-groups:

- a. Group meeting attendance and participation
- b. Time management: on time and timeliness,
- c. Openness
- d. Group participation not based on seniority or position being held within Gorta