



Anti-Racism Network South Africa (ARNSA) Membership Form

ARNSA's ultimate vision is of a South Africa free from racism and other related intolerances. In pursuing this vision, ARNSA coordinates the efforts of NGOs, CBOs, faith-based organizations, sports, educational and government institutions, labour unions, foundations, business entities and individuals. ARNSA believes that this sort of coordination is vital to the fight against racism and related forms of discrimination, namely hate crimes, xenophobia, sexism and gender-based violence. Using the collective weight of multiple organisations and individuals, making local efforts national and bringing national efforts to a local level, all help to eradicate racism

Defining Anti-Racism in South Africa

Anti-racism is an active, collective, process of addressing racism in racialised society. South Africa is still a racialised society, where the legacies of Apartheid and colonisation are evident in present-day interactions, institutions, policies and behaviour. Anti-racism aims to identify and challenge all and any forms of racism and related intolerances at all different levels and spheres of society in order to stop the perpetuation of structural racism. South Africa still remains an unequal society in terms of economic participation, mobility, ownership of property and access to social services, namely health care, education and housing. This inequality is based on a power imbalance that was institutionalised in South Africa's past, which still needs to be eradicated. Anti-racism as process aims to give South Africans a way of being and doing and builds a consciousness about power and how power imbalances shape how people experience South African society.

Anti-racism work is a process that requires citizen activism on issues related to racism and other related forms of discrimination. It is work that requires rigour and the active participation of South African society across generations in order to address the multiple layers of structural racism. Without doing anti-racism work in all institutions in South Africa, the country will remain unequal, with race as a marker of a past that still affects experiences in the lives of South Africans.

ARNSA is informed by the following core guiding principles:

Inclusivity:

- Bringing together all organisations in South Africa that are prepared to add value to combating racism in South Africa
- Inclusivity is also applied when addressing the issue of racism, ARNSA recognises that anti-racism work is needed at an individual level and at a structural level. This means that there should be many forces at work when it comes to addressing injustice. ARNSA uses intersectionality, which allows for anti-racism work to extend to all other

power imbalances that are linked to racism - such as sexism, homophobia, and xenophobia and hate crimes.

Sharing:

- Of various kinds resources, best practice, knowledge, experience and expertise

Collaboration:

- Including collaboration of like-minded organisations, support of the efforts of the efforts of individuals and individual organisations

Participation:

- Enabling all members to actively participate in decision-making within the different levels of the network with are:

ARNSA National Steering Committee – this level involves the core sectors: interfaith organisations, municipalities, sports bodies, the education sector, the arts and culture sector, labour organisations and business and business organisations.

ARNSA Provincial – this level involves the organisations and branches of the core sectors that are in each of the nine provinces in South Africa.

ARNSA Local – this level involves local municipalities and organisations or individuals that work at a local level.

- **Support as a form of Participation:**

ARNSA is a network that needs the support from all sectors of society. Support for this initiative can be shown through the sharing of resources or funding, expertise and by pledging to combat racism on the ARNSA website. The website will reflect each individuals name and their respective organisations. This visibility will show all the supporters the work that ARNSA does.

- **Membership as a form of Participation:**

ARNSA is also a network that requires different stakeholders to join as members. This role (member) ensures sound governance and accountability to other members of the network, and the public at large. ARNSA membership requires a commitment from each stakeholder that ensures that anti-racism work is being done outside of meetings with other members.

This commitment includes:

- Attendance at a minimum of one provincial meeting per quarter (see the guiding principles document for ARNSA's full organisational structure)
- Quarterly feedback on the anti-racism work that each member organisation or individual has been involved in.
- A willingness to participate in at least two aspects of ARNSA's scope of work.
- A willingness to learn, bring in new perspectives and to develop understanding about race and other related intolerances.

If the membership is on behalf of an organisation, then an official letter of support is required from the organisation in order for that organisation to become a member of ARNSA.

Transparency and Accountability:

- ARNSA will ensure sound governance and reporting processes to the public and affiliated organisations.

ARNSA's Scope of Work:

1. Coordination

- Annual conference
- Identification of the core sectors of work for members
- Identification of areas of collaboration across ARNSA
- Deciding on ARNSA interventions e.g. policy interventions, national dialogue campaigns
- Sharing of best practice methods, activities, training material

2. Initiating Campaigns and Marketing of Anti-Racism

- Production of an Anti-Racism Week in March every year
- Production of an Anti-Racism Charter. This will form part of the activities in the Anti-Racism Week.
- Campaign to popularise the use of equality courts

3. Research

- Identification of interested research organisations and potential partners
- Development of effective methodologies and theories to explain race, gender-based violence, structural racism, homophobia and xenophobia
- Development of community-lead research methods and good research practices

4. Advocacy and Lobbying Interventions

- Institutional policy interventions (e.g. state, corporate, civil society policies)
This includes pressure for and contributions to the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Forms of Intolerance
- Interventions in practices of institutions : educational, legislative, governmental and civil society

5. Education and Training – Internal and External Training

- Production of training and education material
This will be done for anti-racism work in which the skills of conflict resolution/mediation, dialogue facilitation and education efforts are required
- The creation of educational content on anti-racism, hate crimes, gender-based violence and xenophobia
- Training in methods for anti-racist action (including further training and education for organisations and the public)