

Voices in Exile: anti-racism position statement

At Voices in Exile, we recognise that racism - including structural and institutional racism - harms people, including all migrants. Racism can occur at both individual and systemic levels, appearing as unconscious biases and microaggressions in daily interactions, as well as through institutional policies, statutory services, border controls, practices, and official discourse. We affirm our commitment to being an anti-racist organisation: challenging racism wherever it appears, amplifying migrant voices, and ensuring equity in our governance, workforce, and services.

Our approach is grounded in lived experience. We believe those most affected by racism and hostile migration policies should shape decisions and lead change. Anti-racism is not a one-off exercise but an ongoing process of learning, accountability, and action. We will publish our progress openly and invite feedback from clients, staff, volunteers, and partners.

2026 Anti-racism action timeline

Quarter 1 (January – March)

- Publish this anti-racism position statement on our website.
- Create a Lived Experience Advisory Group (LEAG) and invite individuals with lived experience of forced migration to join and help guide our work.
- Deliver regular and updated anti-racism training for all staff, volunteers, and trustees; managers complete additional modules on handling reports and equitable performance management.
- Conduct an organisational anti-racism baseline assessment and update risk registers to include racism-related risks (service harm, reputational, staff safety).
- Join sector coalitions (e.g., Together With Refugees, Asylum Matters) to align messaging against anti-refugee laws and racist narratives.

Quarter 2 (April – June)

- Make anti-racism a standing board agenda item; publish board minutes and decisions affecting equity.
- Begin service user impact evaluation: co-design survey with LEAG.
- Continue to develop campaigning in line with national sector coalition actions and the need for local influencing and advocacy.

Quarter 3 (July – September)

- Review progress and update priorities based on data and lived experience feedback.
- Publish a full anti-racism policy and embed actions into our new 5-year draft strategic plan for consultation.
- Continue lived experience leadership pathways: mentoring, coaching, and group training for LEAG members.

Quarter 4 (October – December)

- Publish 5-year strategic plan to include anti-racism objectives.
- Continue leadership and pipeline programmes for staff, volunteers with lived experience and members of LEAG.
- Report publicly on achievements and next steps to maintain transparency and accountability.

We will review and update this statement regularly as our learning and development progresses.