

Probation | Family Courts

napo

**WE ARE
ANTI-
RACIST**

www.napo.org.uk



I PLEDGE TO

- 1 Challenge racism, and report racist incidents when I witness them.**
- 2 Listen to those who have experienced racism to better understand their lived experience.**
- 3 Familiarise myself with the race policies of Napo and my employer.**
- 4 Understand my 'Positionality': Positionality is the social and political context that creates your identity in terms of race, class, gender, sexuality and disability. Positionality also describes how you identify influences and potential biases.**
- 5 Be a champion for raising awareness on anti-racism.**

Signed

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