

Title: IFM-SEI Anti-Racism Policy

MO's proposing the resolution: IFM-SEI Presidium

Reasoning and context:

At the previous Congress, IFM-SEI members acknowledged that racism and institutional racism exist both globally and within our movement. Congress voted in favour of a resolution calling for concrete action to challenge racism and promote inclusive, safe spaces across all IFM-SEI structures. Specifically, the resolution tasked the Presidium with:

- Producing an Anti-Racism Policy with clear procedures for reporting and responding to incidents of racism;
- Coordinating anti-racism training every three years for the Presidium, the Secretariat, and seminar facilitators; and
- Including anti-racism workshops in IFM-SEI activities.

This policy outlines a shared understanding of racism, concrete commitments for all parts of the movement, clear reporting and accountability mechanisms, mandatory training requirements, and education practices grounded in IFM-SEI's values.

The policy also introduces annual monitoring and feedback systems to ensure it remains a living and evolving tool. It places emphasis on action, responsibility, and solidarity across all levels of the movement.

IFM-SEI Anti-Racism Policy

1. Introduction

The International Falcon Movement - Socialist Educational International (IFM-SEI) is a global movement of children's and youth organisations grounded in socialist values. We believe in the power of non-formal education and democratic participation to foster critical thinking, empower young people, and drive social change.

As a movement, we acknowledge the ongoing presence and impact of racism—globally and within our own structures. Racism undermines our fundamental principles and negatively affects the participation, safety and wellbeing of children, young people, and volunteers in our spaces.

This policy reflects our commitment to actively dismantling racism in all its forms and building a truly inclusive movement.

2. Our understanding of racism

Racism is complex, multidimensional, and systemic. We recognise four interlinked types of racism:

- Interpersonal racism: Discrimination or prejudice expressed in everyday interactions, such as microaggressions, verbal abuse, or exclusion.
- Institutional racism: Policies or practices within organisations that disadvantage certain racial or ethnic groups, intentionally or not.
- Systemic racism: The broader social systems built on racial inequality, where the impacts extend across sectors (e.g., education, justice, healthcare).
- Structural racism: The interaction of all the above, leading to entrenched racial hierarchies that persist over time and space.

We also adopt an intersectional approach, recognising how racism overlaps with other systems of oppression such as sexism, ableism, and classism

3. Objectives of the Policy

- Establish clear procedures applicable to both IFM-SEI and its member organisations for identifying, reporting, and addressing racism.
- Foster an organisational culture that prioritises racial justice, inclusion, and representation.
- Ensure that all Member Organisations have access to training and educational tools to equip their members to challenge racism.
- Ensure accountability and transparency in all anti-racist efforts.

4. Organisational commitments

4.1. Reporting and accountability

- **Reporting mechanism:** A clear, multilingual, and anonymous digital form will be available year-round.
- **Timeline:** Reports must be acknowledged within 7 days and resolved within 30 days unless escalation is needed.
- **Protection:** People who report racism will be protected from any form of retaliation or negative consequences. Reports can also be made anonymously if preferred, to ensure everyone feels safe and supported when speaking up.
- **Transparency:** Annual anonymised data will be published.

4.2. Sanctions

Based on severity, actions may include:

- Informal mediation (with consent)
- Formal warning
- Temporary suspension from roles or events
- Recommendation for removal or exclusion

All measures will be guided by restorative justice principle¹s.

4.3. Mandatory training

- Presidium, Secretariat and facilitators must complete anti-racism training every three years.
- Training modules will include systemic racism, intersectionality, allyship, and bystander intervention.
- Local member organisations will receive adapted versions and facilitation support.

4.4. Anti-Racist Education

- All IFM-SEI seminars, camps and events must include at least one activity or session from the *Choosing Anti-Racism Toolkit* or equivalent material.
- Anti-racism education must be accessible, age-appropriate, and embedded in the curriculum—not just stand-alone workshops.

5. Roles and responsibilities

5.1. Presidium

- Provides political leadership on anti-racism across the movement.
- Oversees the full implementation of this policy and its regular evaluation.
- Reports to the Congress on anti-racism data.

5.2. Secretariat

- Acts as the operational lead for implementing this policy.
- Manages the reporting and monitoring systems.
- Receive complaints and coordinate responses.
- Supports the design and delivery of mandatory anti-racism training.

¹ *Restorative justice* is an approach focused on repairing the harm caused by harmful behaviour. Instead of only punishing the person responsible, it aims to create accountability, learning and healing through dialogue and action. This includes centring the needs of the affected person(s), encouraging meaningful reflection by the person who caused harm, and working towards transformation—rather than exclusion—where appropriate.

- Ensures all events and educational programmes include anti-racist components.

5.3. Member Organisations

- Must formally adopt this policy or develop a national version aligned with its core principles.
- Share good practices and challenges to contribute to learning across the movement.

6. Evaluation and monitoring

To ensure that this Anti-Racism Policy is more than a declaration and remains a living, effective tool, IFM-SEI commits to the following mechanisms:

- **Annual audit**

The Secretariat, with oversight from the Presidium, will conduct an annual evaluation of anti-racist actions across the movement.

This will include both quantitative indicators (e.g. number of trainings held, racial diversity in participation and leadership) and qualitative reflections (e.g. testimonies, challenges, lessons learned).

- **Feedback loops**

After every IFM-SEI event, training or seminar, participants will be invited to fill out an anonymous evaluation survey that includes questions on inclusion, racism, and safety.

Feedback will be analysed to identify patterns, gaps and urgent concerns, and will inform future programming.

- **Policy review and revision**

This policy will be formally reviewed every three years during the IFM-SEI Congress.

Amendments to the policy must be approved by Congress and widely communicated to member organisations.

7. Non-cooperation and external policy

IFM-SEI will not engage or partner with organisations, funders or institutions known for racist practices or affiliations.

We will advocate for anti-racist public policies and support campaigns led by racialised communities.

8. Conclusion

Anti-racism must go beyond intention. It is a daily practice and collective responsibility. With this policy, IFM-SEI commits to making anti-racism central—not optional—in our identity, programmes, and vision for a just world.

Together, we will build a global movement where every young person is seen, heard, safe, and empowered.