

Racial Justice Network
(A Charitable Incorporated Organisation)

Annual Report and Financial Statements
for the year ended 31st March 2021

A Charitable Incorporated Organisation
Number: 1165804

**Racial Justice Network
Financial Statements
for the year ended 31s March 2021**

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Racial Justice Network
Financial Statements for the year ended 31st March 2021

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2021.

1. Reference and Administrative Details

Name of Charity:	Racial Justice Network
Charitable Incorporated Organisation Number:	1165804
Principal Office:	Bread and Roses 14 North Parade Bradford BD1 3HT
Bankers:	Triodos Bank Deanery Road Bristol BS1 5AS
Reporting Accountants:	Samuel K. Tsipotey, BA (Hon), FCCA, MSc Samuel Associates 36 Charcroft Gardens Enfield Middlesex EN3 7HA

The trustees who served during the period to the date of this report are:

Dr Laura Teresa Loyola-Hernandez	Chair	elected 20.10.2020
Maureen Andrea Grant		elected 20.10.2020
Sipilien Birani	Treasurer	elected 01.06.2018
Simon Mark Murray	Secretary	elected 01.01.2018

Executive Director:

Peninah Wangari-Jones

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2. Financial Review

Financial Position

Incoming Resources in the year amounted to £259,214 (2020- £12744)

A surplus of £155,943 (2020 - £89 deficit) was made in the year. At 31st March 2021 total funds amounted £174,760 (2020-£18,816) of which £76,353 (2020-£15,766) was restricted.

Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less net fixed assets. This is equivalent to £95,286 for the year.

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1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

Unrestricted Funds comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

Restricted Funds are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d) Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

e) Resources Expended

Recognition of Expenditure and Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

Costs of Charitable Activities

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

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Governance Costs

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

f) Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

g) Fixed Assets

Tangible Fixed Assets for charity's own use

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

h) Depreciation

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

General equipment	15% reducing balance.
Other fixed assets	15% reducing balance.

Independent Examiner's Report to the Trustees of Racial Justice Network

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31st March 2021 which are set out on pages 8 to 17.

Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield
Middlesex
EN3 7HA

22 July 2022

Racial Justice Network
Financial Statements for the year ended 31st March 2021


Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the year ended 31st March 2021

	Notes	Unrestricted funds	Restricted funds	Total	2020
		£	£	£	£
Income and endowments from:					
Voluntary income	2	97,055	8,120	105,175	7,774
Charitable activities	3	13,500	140,539	154,039	5,000
Total		110,555	148,659	259,214	12,774
Expenditure on:					
Charitable activities	4	15,198	88,072	103,271	12,864
Total		15,198	88,072	103,271	12,864
Net income/(expenditure)	5,6	95,357	60,587	155,944	(89)
Net movement in funds		95,357	60,587	155,944	(89)
Reconciliation of funds	10				
Total funds brought forward		3,050	15,766	18,816	18,906
Total funds carried forward		98,407	76,353	174,760	18,816

Racial Justice Network
Financial Statements for the year ended 31st March 2021
Balance Sheet
as at 31st March 2021

	Notes	Unrestricted funds	Restricted funds	Total	2020
Fixed assets		£	£	£	£
Tangible assets	7	3,121	-	3,121	-
Current assets					
Cash at bank and in hand	8	102,155	76,353	178,508	18,816
Current liabilities					
Creditors: Amounts due within one year	9	(6,870)	-	(6,870)	-
Net current assets		95,286	76,353	171,639	18,816
Net assets		98,407	76,353	174,760	18,816
Funds of the Charity	10	98,407	76,353	174,760	18,816

The financial statements were approved by the Trustees on 22 July 2022 and signed on their behalf by:



...Sipilien Birani.....

Treasurer

Racial Justice Network
Financial Statements for the year ended 31st March 2021

Notes to the accounts

2 Voluntary income

		Unrestricted funds	Restricted funds	Total	2020
		£	£	£	£
Donations and legacies		89,055	6,520	95,575	7,774
Grants receivable		8,000	1,600	9,600	5,000
Total		97,055	8,120	105,175	12,774

Projects		Donations and legacies	Grants receivable	Total	2020
		£	£	£	£
General fund	Unrestricted	89,055	8,000	97,055	5,381
Collective Conversations	Restricted	-	1,600	1,600	-
Covid Project International Solidarity	Restricted	1,500	-	1,500	-
Pastoral Support	Restricted	-	-	-	1,000
Race & Climate	Restricted	5,000	-	5,000	-
Research and Reports	Restricted	-	-	-	-
Stop the Scan	Restricted	20	-	20	-
Unlearning Racism	Restricted	-	-	-	60
Total restricted		6,520	1,600	8,120	1,060
Totals for 2020		6,441	1,333	7,774	

Racial Justice Network
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Notes to the accounts

3 Charitable activities

		Unrestricted funds	Restricted funds	Total	2020
		£	£	£	£
Grants receivable		13,500	139,333	152,833	5,000
Training fees		-	1,206	1,206	-
Total		13,500	139,333	152,833	5,000

		Grants receivable	Training fees	Total	2020
		£	£	£	£
General fund	Unrestricted	13,500	-	13,500	-
Collective Conversations	Restricted	25,000	-	25,000	5,000
Covid Project	Restricted	22,000	-	22,000	-
International Solidarity	Restricted	7,000	-	7,000	-
Pastoral Support	Restricted	15,333	-	15,333	-
Stop the Scan	Restricted	40,000	-	40,000	-
Unlearning Racism	Restricted	30,000	1,206	31,206	-
Total restricted		139,333	1,206	140,539	5,000

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4 Expenditure on charitable activities	Unrestricted funds	Restricted funds	Total	2020
	£	£	£	£
Direct salaries, NI, and pension	-	52,699	52,699	-
General admin expenses	9,656	-	-	-
Donations to community	43	1,096	1,139	-
Expensed equipment	1,627	1,450	3,078	-
General direct costs	418	16,591	17,009	12,520
Training	-	3,444	3,444	-
Internet, phones and credit for communities	-	3,673	3,673	-
Interview fees	-	740	740	-
Communications & promotions	1,397	-	-	-
Meeting fees	940	-	-	-
Miscellaneous expenses	1,116	200	1,316	-
Total	15,198	79,893	83,098	12,520

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Notes to the accounts

Note 4 (continued)

Funds		Direct salaries, NI, and pension	Donations to community	Expensed equipment	General direct costs	Internet, phones and credit for communities	carried forward
		£	£	£	£	£	
General fund	Unrestricted	-	43	1,627	10,075	-	11,746
Collective Conversations	Restricted	15,189	-	-	721	-	15,910
Covid Project International	Restricted	4,688	1,096	1,450	1,150	3,425	11,809
Solidarity Pastoral	Restricted	5,555	-	-	13,640	-	19,195
Support Race & Climate	Restricted	9,248	-	-	-	-	9,248
Research & Reports	Restricted	5,551	-	-	1,080	-	6,631
	Restricted	3,377	-	-	-	-	3,377
Stop the Scan Unlearning Racism	Restricted	5,712	-	-	-	248	5,960
	Restricted	3,377	-	-	-	-	3,377
Total direct charitable expenditure		52,699	1,096	1,450	16,591	3,673	87,254

Racial Justice Network
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Notes to the accounts

Note 4 (continued)

		brought forward	Training	Intervie w & meeting fees	Communications, promotions & sundry expenses	Total	2020
		£	£	£	£	£	£
General fund	Unrestricted	11,746		940	2,513	15,198	12,864
Collective Conversations	Restricted	15,910	-	-	-	15,910	200
Covid Project International Solidarity	Restricted	11,809	-	740	-	12,549	-
Pastoral Support	Restricted	19,195	-	-	200	19,395	800
	Restricted	9,248	-	-	-	9,248	-
Race & Climate Research & Reports	Restricted	6,631	-	-	-	6,631	-
	Restricted	3,377	-	-	-	3,377	-
Stop the Scan Unlearning Racism	Restricted	5,960	-	-	-	5,960	265
	Restricted	3,377	3,444	-	-	6,822	195
Total direct charitable expenditure	Restricted	87,254	3,444	1,680	2,713	79,893	1,460

Racial Justice Network
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Notes to the accounts

Note 4 (continued)

Support and governance costs	Governance costs	Support costs	Total	2020
	£	£	£	£
Independent examination fees	3000	-	3,000	-
Trustees' expenses	490	-	490	-
General governance expenses	250	-	250	187
Accountancy fees	-	398.00	398	-
Archiving	-	1,667	1,667	-
Bank charges	-	1,019	1,019	37
Expensed equipment	-	50	50	-
Miscellaneous expenses	-	175	175	-
Pension costs	-	175	175	-
Rent	-	150	150	-
Staff training	-	70	70	-
Telephone	-	102	102	-
Training	-	50	50	-
General admin expenses	-	33	33	120
Depreciation charge for the year	-	551	551	-
Total	3,740	4,439	8,179	344

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Note 4 (continued)

Restricted Projects	Percentage share based on staff time	Governance costs	Support costs	Total support and governance costs	Direct charitable expenditure	Total charitable expenditure	2020
		£	£	£	£	£	£
Collective Conversations	28%	1,047	1,243	2,290	15,910	18,200	483
Covid Project	9%	337	400	736	12,549	13,285	-
International Solidarity	11%	411	488	900	19,395	20,295	-
Pastoral Support	18%	673	799	1,472	9,248	10,721	858
Race & Climate	11%	411	488	900	6,631	7,531	-
Research & Reports	6%	224	266	491	3,377	3,868	-
Stop the Scan	11%	411	488	900	5,960	6,860	265
Unlearning Racism	6%	224	266	491	6,822	7,312	198
Total restricted charitable expenditure	100%	3,740	4,439	8,179	79,893	88,072	1,804

5 Net income is after charging:

Depreciation	<u>£</u>
Media equipment	<u>551</u>

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6 Staff costs, including key management personnel and Trustees' remuneration

Staff costs were as follows:

	2021	2020
	£	£
Wages and salaries	48,395	-
Social security costs	2,285	-
Pension costs	<u>228</u>	<u>-</u>
	<u>50,907</u>	<u>-</u>

The average number of employees during the year was 2.9 (2020 - 0)

No employee's remuneration exceeded £60,000 in the year.

One trustee claimed travel expenses totalling £490 (2020-nil). Trustees are not remunerated for being trustees.

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7 Fixed assets	Media equipment	Total
Cost	£	£
At 1 April 2020	-	-
Additions	<u>3,672</u>	<u>3,672</u>
At 31 March 2021	<u>3,672</u>	<u>3,672</u>
 Depreciation		
At 1 April 2020	-	-
Charge for the year	<u>551</u>	<u>551</u>
At 31 March 2021	<u>551</u>	<u>551</u>
 Net book value		
At 31 March 2021	<u>3,121</u>	<u>3,121</u>
At 31 March 2020	<u>-</u>	<u>-</u>

	Unrestricted funds	Restricted funds	Total	2020
8 Current assets	£	£	£	£
Bank current account balance	69,590	76,353	145,943	17,925
Paypal account balance	<u>32,565</u>	<u>-</u>	<u>32,565</u>	<u>892</u>
Cash at bank and in hand	<u>102,155</u>	<u>76,353</u>	<u>178,508</u>	<u>18,817</u>

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	Unrestricted funds	Restricted funds	Total	2020
9 Current liabilities	£	£	£	£
PAYE	1,824	-	1,824	-
Net pay	1,776	-	1,776	-
Accrued expenses	3,000	-	3,000	-
Other	270	-	270	-
Total	6,870	-	6,870	-

10 Funds of the charity	As at 1st April 2020	Incoming	Outgoing	As at 31st March 2021
	£	£	£	£
Unrestricted funds	3,050	110,555	(15,198)	98,407
Restricted funds	15,766	148,659	(88,072)	76,353
Total funds	18,816	259,214	(103,271)	174,760

Racial Justice Network
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Racial Justice Network
Income and Expenditure Account
for the year ended 31st March 2021

Natural classification of income and expenses

Income

	£	£
Grants receivable		162,433
Donations and legacies		95,575
Training fees received		1,206
Total income		259,214

Expenditure

Direct Salaries, NI and pension	52,699
General direct project costs	17,009
General admin expenses	9,686
Training	3,494
Phones and credit for community	3,255
Expensed equipment	3,128
Independent examination fees	3,000
Archiving	1,667
Miscellaneous expenses	1,491
Promotions	1,240
Donations to community	1,139
Bank charges	1,019
Meeting fees	940
Interview fees	740
Depreciation charge for the year	551
Trustee expenses	490
Accountancy fees	398
Governance expenses	250
Community phone credit	248
Pension costs	175
Internet for communities	170
Communications	160
Staff welfare	120
Telephone	102
Staff training	70

Rent	30	
Total expenditure		103,271
Surplus/(Deficit) of income over expenditure		155,943

Trustee Annual Report 2021

The Racial Justice Network



www.racialjusticenetwork.co.uk

Instagram: [@theracialjusticenetwork](https://www.instagram.com/theracialjusticenetwork)

Twitter: [@RaceJustice](https://twitter.com/RaceJustice)

Facebook: [Racial Justice Network](https://www.facebook.com/RacialJusticeNetwork)

Overview of charity

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Reference and administration details

Charity name Racial Justice Network

Other names the charity is known by None

Registered charity number (if any) 1165804

Charity's principal address Bread and Roses, 14 North Parade, Bradford. BD1 3HT

Names of the charity trustees and staff team

Sai Murray (trustee)

Sipilien Birani (trustee)

Maureen Grant (trustee)

Laura Loyola-Hernández (trustee)

Peninah Wangari-Jones (executive director)

Sharon Anyiam (project officer)

Melany Zarate(project coordinator)

Sarai Pinney (communications worker)

Maia Kelly (project coordinator)

Grace Deione (project coordinator)

Mbuuaraa Kambazembi (administration assistant)

Overview of charity

The Racial Justice Network (RJN) is a charity based in West Yorkshire, UK. Our goal is to address colonial legacies and challenging racial injustices. RJN brings together over seventy organisations and individuals from across West Yorkshire and beyond to proactively promote racial justice. We advocate and support individuals and groups to embolden confidence and skills to tackle challenges, and to run effective campaigns. We also support and encourage people to build solidarity, and to mobilise large communities of resistance to affect change.

Structure, Governance and Management

In the year 2021, we bid farewell to trustee Jannat Hossain. We are grateful for their input and continuing support. The current trustees Sai Murray, Sipilien Birani, Laura Loyola-Hernández and Maureen Grant continue to be a pillar of support, guidance of the organisation challenges and successes, and we look forward to developing our work and influence in the next few years.

Summary of the objects of the charity set out in its governing document

- (A) To develop the knowledge, capacity and skills of the members of racially disadvantaged communities in the north of England, especially racially minoritised communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- (B) The promotion of effective and positive action with and for the public benefit in particular by:
- i) the elimination of discrimination.
 - ii) advancing education and raising awareness.
 - iii) conducting or commissioning research and publishing the results to the public.
 - iv) cultivating a sentiment in favour of equity and equality.

Objectives and Aims

RJN has a holistic, societal, environmental, spiritual and cultural repairs approach to address legacies of colonialism and end racial injustice. We are committed to tackling racism as it manifests at structural, institutional and interpersonal levels. We endeavour to be attentive to interlocking systems of oppression (for example: hetero-patriarchy, ableism, classism) whilst maintaining a focus on racism. We believe that our work is best achieved through collective action and decision making. As such we value work that is collaborative, and open to collective learning and sharing that recognises that vast knowledge and skills within our communities.

We are keen to work in solidarity with groups and individuals who share our values, which are:

- Open to learning and sharing
- Work collaboratively and in solidarity
- Be united upon a clear vision and purpose
- Inclusive and centre those who are most marginalised

Our aims

- Organise and mobilise with racially minoritised communities and take positive and effective action.
- Raise awareness about race inequality and injustice by listening and working with disempowered communities to challenge and hold powers accountable.
- Bring racial justice into mainstream thought and build solidarity.

Our objectives:

- Develop knowledge, skills and capacity of racially minoritised groups to participate more fully in society
- Build a resilient community able to take positive and effective action on issues that affect them
- Promote and create new paths to build a more equitable society
- To collectively repair our (mis)education by enhanced awareness around race, racialisation and racism, locally, nationally and globally
- To maintain Race Analysis as core to the network and push race on the 'Agenda'
- Be aware, consider and apply Intersections

Summary of the main activities undertaken for the public benefit in relation to these objects: *Summary of work 2021*

RJN team continued to run 8 projects by informing and influencing, training, mobilising and organising, conducting research and reports and utilising media. This work was carried out by the executive director, 6 staff members and 4 trustees, about 50 volunteer members and some support from our patrons and mentors.

Trustees and members continue to be involved in operational as well as strategic running of the organisation for example report writing and research, statement, contribution to papers, articles, workshop facilitation, contribution to talks, team supervisions amongst other things. Trustees have also delivered talks in panels on topics relating to race, racism and racialisation, policing, technology, climate, migration. Trustees and the director meet every month. In addition, the growing work in RJN has meant that trustees have also delivered training, organised and facilitated events, been panelists or speakers at events, attended meetings with partners and been available for ongoing support to the director, the volunteers and fundraised during the year.

The work has also been made possible because of a dedicated team of over 50 volunteers who have participated in and organised our events, facilitated events,

created, contributed to and maintain our website, delivered talks, delivered and co-delivered trainings, raised funds, written articles/blogs, run our social media without their skills, commitment and capacity this work would not have been achievable.

The work has also been made possible by joint working, willing partners and friends who have supported, cited, affirmed and praised our radical work, acknowledged our authenticity and expertise, seen the importance of our work in their communities, places of work, decision making and so forth.

Summary of the main activities and achievements during this year

Internationalism and international solidarity

We have continued to work with, learn from and share resources with our siblings across the borders. International solidarity came as and with the recognition that we cannot fight race injustice within borders particularly as our siblings in the majority world continue to suffer the effects of colonial legacies that exacerbate multiple injustices.

- Decolonising education Kenya continuation

Following on from our decolonising education work and conference in Nairobi, Kenya January 2020 which saw a collaboration between The Racial Justice Network, Kenyan activists and activists, the University of Nairobi, Africa Digital Media Institute and the University of Manchester this international solidarity and relationship have been maintained. The University of Manchester and University of Nairobi collaborated on a piece of research looking at experiences of colonialism via our director's doctorate. Other collaborations have been invitations to present at two international conferences on the experiences, disparities and mitigations of marginalised communities during the Covid-19 pandemic. The presentations featured our covid campaign response highlighting multiple injustices and the resilience within the migrant communities.



Other international solidarity work has been continued exchanges, resource and knowledge sharing between organisers, activists, artists, community development workers, unionists, academics in Kenya, Brazil, Germany and others. We have also invited international speakers and perspectives to contribute to our talks as was the case with Ngugi wa Thiong'o, Esther Stanford-Xosei, Dr. Christine Kahigi and Githuku Ndungi.

All of the work and others planned continues to feed into the DECOLONIAL FRAMEWORK that was made available after the decolonising education Kenya 2020, ensuring it continues to be implemented in educational spaces, workplaces, and in the prospective international network. Documentary of the decolonise Kenya 2020 continues to be shared and watched by communities in the UK and abroad.

See linked here TRAILER and the FULL VIDEO here.

Public and media engagements on race/colonial analysis

Our engagement with the public has been mainly on when we are invited to speak or when we organise our own talks like the collective conversations and Black and Brown spaces. Our invitations to speak on panels, public events, protests, at workshops and so forth has continued to grow to a point where we have been forced to turn down almost 50% of the requests. We were invited to speak in many local, national and international forums, panels and events. Amongst them were speaking at BIASAN Bradford, Friends of the Earth, Ma'at festival in Portugal, Millside Bradford, Bradford university, Health forums, Bradford Council, Kill the Bill protests, University of Nairobi, Reed Exhibitions, Resist and renew, media reform, decolonising economics and estimate the reach to be over 10,000 people.

As well as the short documentary produced in 2020 which was circulated widely including promoted as a recommendation by local picture house, we also produced and

circulated short videos and infographics on activities and campaigns we are working on like stop the scan, covid campaign action, 13th framework, 5 year anniversary, talks that we have featured on our own platforms. We have steadily increased our followers over this time.

On issues relating to race, movements, migration, race injustice, we have also participated, responded to and turned down media requests. Amongst media productions are BBC Leeds, BBC Look North, Radio Aire, BCB radio in Bradford, BBC Worcester, BBC Hampshire.

We have also had newsprint coverage on magazines and news articles like the Wire, Guardian, Examiner and T&A . We have continued to publish articles and blogs on our own website with some of our articles having readership. We also published several reports during the year, prompting action, conversations and changes within institutions and authorities for instance **Hate crime and systemic report**, highlighting experiences and impact on Black and Brown communities. [Link here](#)

Our communications have also been of significance and vital in our work. With a big following across our media platforms, we have been able to tell our stories, challenge and raise awareness whilst giving a platform to racially minoritised issues and other marginalised voices. We have utilised our media to reach communities, start campaigns, respond to ongoing issues and share reports. We have also collaborated with a number of organisations who have done the same i.e Northern monk, Space two and Reed Exhibitions. We have also acknowledged and celebrated outstanding transnational communities/individuals, campaigns.

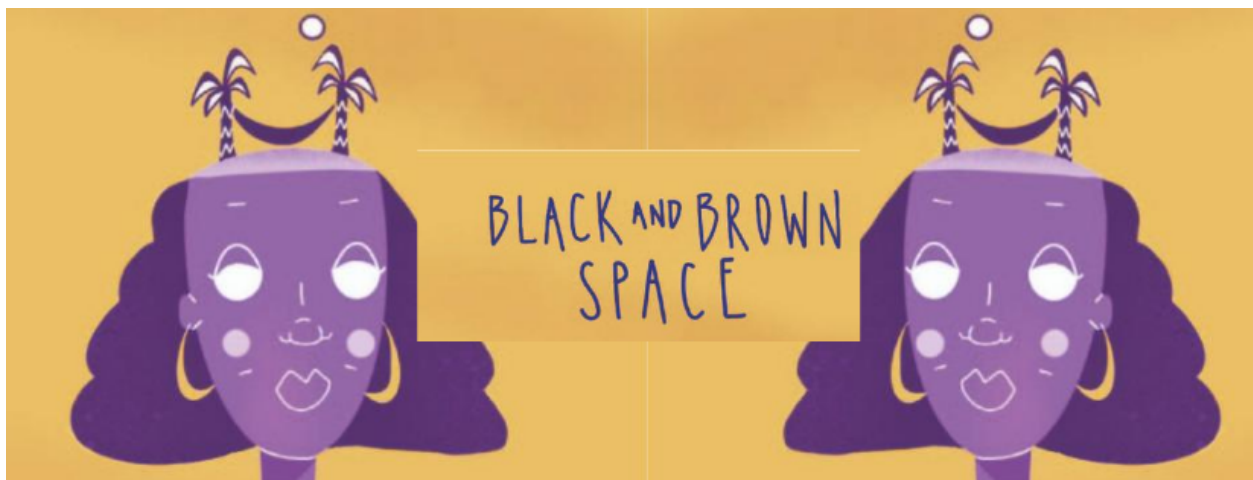
Collective conversations

Our Collective Conversations are a form of public engagements to continue drawing race analysis and intersections of race and other oppressions. The sensitization and conscientisation are offered in the forms of talks, panels, forums, and most recently

webinars. Due to the pandemic, RJN was forced to rethink and find new ways of continuing engagement with the public on issues relating to race by moving to online platforms and recording then resharing due to accessibility. We have held several others on topics like Race and Policing, Race and climate justice, Reparations, Conversation with internationally renowned writer, academic **Ngugi wa Thiong'o** ([link here](#)), Technology and impact on Black, Brown and other marginalised communities.

Black and Brown space

Having restarted our Black & Brown Space amidst the Black Lives Matter movement resurgence as the world exploded to protests and actions after the murder of George Floyd, there was an expectation for Black and Brown communities to not only get involved in the action but also provide answers on how we need to end racism. Due to staff changes and skill sets, we chose to focus our energy on caucusing some of the mixed spaces but also offering individual support to those who step in.



You can watch previous clips of our Black and Brown space [here](#).

However, we have continued to offer relational meetings and other one to one support for our Black and Brown who reach out to RJN.

Race and Climate Justice; 13th recommendation

The 13th recommendation was conceived following the involvement of Trustee Sai Murray and Director, Peninah Wangari-Jones, in the Leeds Citizens Jury addressing climate action, in which their input was omitted from the final 12 recommendations. **See their input video [here](#).**

The recommendation which we are now referring to as a framework highlights the need for an international perspective on climate justice, understanding towards the interconnectedness/interdependence of oppressions and struggles, and addressing the colonial legacies which perpetuate these struggles through exploitation of the majority world. Which are what they are considering to be the three tenets of the 13 th framework

The launch of the thirteenth recommendation gave an opportunity for us to reframe the narrative, decolonise the climate movement and see the interconnectedness/interdependence of climate to social justice and to universal oppressions rooted in colonialism. Act local, think global mantra to say any and all recommendations on action moving forwards must take account of and engage with the tenets.

2021 has been a year of deepening and embedding the framework above within climate movement regionally, nationally and internationally. Steered by a group of committed organisers, activists and academics. We also began to sustain this work with some financial resources from the lottery via the climate action Leeds work.

This group aims to continue to open collective spaces of reflection that aim to highlight the interconnectedness of climate and social justice with universal oppressions rooted in colonialism. In order to achieve this, we refer to the 13th recommendation. We emphasize that we can not leave the struggles of the majority world while planning changes here in the Minority world or the Global North.

The pandemic allowed the group to expand its borders and now has individuals contributing to the space not only from Yorkshire but also other parts of the country as well as internationally. This has allowed for the continued reflection on what internationalist solidarity means for the group. During those reflections, embedding the 13th framework led to the realization of methods for the community envisioned to take action. The mechanisms by which we aim to forge change continue to transform and develop as we grow in trust with one another, which is especially important when trying to centre how race has only divided the discourse around climate to center those who are perpetuating the crisis. For that reason we have introduced working groups alongside the race and climate group;

1. External interventions: A space where we collaborate to deliver talks, training and mentorship following the visions of RJN.


The group has been able to participate in various external events hoping to promote the 13th and the vision of RJN. Some of the talks about the 13th framework were with friends of earth and 'Maat talk with museum of African xx.

2. Reparations campaign: A group that is working towards understanding the process, implementation and delivery of reparations, sharing previous knowledge from previous work happening in Bristol.

The reparations group hopes to continue its learning process as we have been slowly but surely been creating a structure that hopes to harness leadership from Black and Brown communities to deliver a plan which truly represents the needs of the community. This process is at the core of anti-racism work, as it demands awareness of the important education of not only ourselves as individuals, but also the legal system and economic system.

3. Monthly learning space:

Monthly learning meetings led by our dedicated team of volunteers, organisers, facilitators continued and will continue to apply learning as well embody and embed the 13th framework with topics on language, colonialism, solutions, degrowth strategies, conservation amongst others. 2021 also the extension of this learning space with further deepening sessions to be run by our sibling organisation and RJN supporter Mama D



Artwork Helena Morado @catsarecomrades


The 13th:
A framework to centre racial justice

Act local, think global.

There can be no climate justice without addressing the international impact of actions on a local level.

Leeds is not an island

Sal Murray



...any and all recommendations on action moving forwards **must** take account of and engage with:

Penny Wanga...

1. **Colonial legacies** and the climate debt owed to the majority world from exploiting countries (such as the UK)
2. **International perspectives** on climate justice and the many solutions already being modelled by frontline activists and communities in the majority world.
3. Climate action as climate justice as social justice – the **interconnectedness** of oppressions and struggles, specifically: race, gender, class, migration, geography.
4. **Solidarity** to indigenous, Black, and brown communities whose livelihood, land and lives are disproportionately threatened by the destructive neo-colonial practices of extractive industry and multinational corporations.
5. **Solidarity** to all those facing the brutality of fortress Europe, the Hostile Environment, and the institutionally racist security, prison and policing infrastructure.

zoom

Stop the Scandal Campaign

Yorkshire Resists a collective of activists, groups and organisations working together to resist the hostile environment within the racial justice network, has continued to work together on the stop the scan campaign and well as the covid-19 action.

Stop The Scan is a campaign to resist the extension of mobile biometrics used in police stop and search connected with Home Office data. In 2021 we published two reports relating to the stop the scan campaign. One was on the **public's perception of the biometric fingerprint** [link here](#) after 115 people

completed the national survey. The second report **Stop the scan: police use of mobile fingerprinting technology for immigration enforcement** ([link here](#)) published in June 2021, was done in partnership and as a collaboration with Queen Mary University London, following FOI of who was getting scanned and outcomes.



We also hosted several collective conversations with Yorkshire Resists to share findings and recommendations of the reports as well as our ongoing concerns on stop the scan campaign and its connection to race and policing. The events discussed how the hostile environment has impacted policing within Black, Brown and migrant communities during the Covid-19 pandemic.

COVID-19 response campaign and action

The pandemic and lock-down announcement in March 2020 and other consecutive lockdowns and lifestyle changes brought huge pressure and need to adapt to new changes. As well as engaging with local authorities about what they were doing to support marginalised communities, the Racial Justice Network decided to conduct a

listening exercise by contacting our members, communities and individuals we engage with to find out how they were coping with the changes.

We found that despite food and parcel drop-offs, and encouragement to go online being the done thing, communities we work with could not. The poor, migrant communities in precarious jobs, working in a grey economy, without recourse to public funding, undocumented and destitute individuals seeking asylum with no families, who were in dire situations. There is a real digital divide, with English not being a first language, computer illiteracy, a lack of devices and finances to be connected digitally and a misinformation on COVID19, triggers and past traumas, mental and social support, over occupation, domestic abuse, and the hostile environment were amongst some of the issues they were facing. Which prompted us to launch a 'Covid-19 call to action' campaign.

The campaign focused on three things, firstly, to raise awareness about the plight, finding and sharing resources. Secondly, to assist in connecting the community groups and leaders together, and share resources. Thirdly, by engaging and working with these groups to lobby local and national authorities for better conditions.

2021 saw us continue to distribute the resources that had been donated to us, continue to listen and offer pastoral support to individuals and groups from migrant communities to overcome some of the challenges they were facing. We also published a **report** **Between a rock and a hard place; migrant led communities responses to covid-19 in West Yorkshire.** [See link here](#) This report came out of conversations and interviews with 10 amazing community advocates running projects and supporting over 1000 communities regionally and internationally through the pandemic. The report done in collaboration with Huddersfield university and Queen Mary university, London highlighted multiple injustices, uplifting and celebrating the difficult, innovative and resourcefulness within marginalised communities.



Unlearning Racism Programme

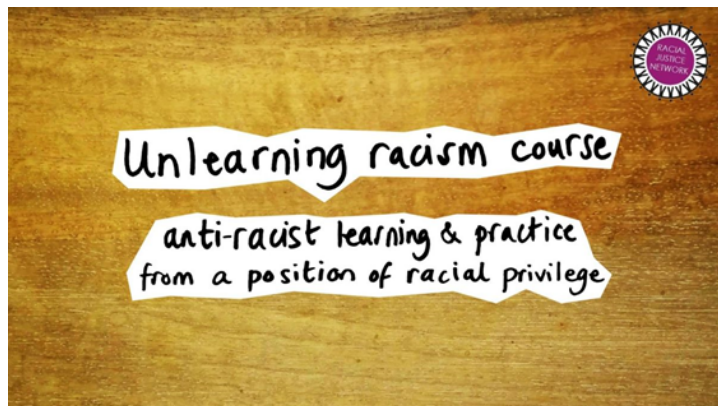
Over the last 3 years the Racial Justice Network has been developing a unique model of political education called the Unlearning Racism Collective. What started off as a short training, has developed into a powerful programme which works with people who identify as white, to identify and challenge their own and others' racisms, develop their anti-racist practice and take anti-racist actions while building lasting relationships of trust and accountability with people of colour. Our unique model supports people who are aware of their own internalised prejudices through embedding the work within our Black and Brown, lived experience-led network and accountability structures.

In response to the surge in interest after George Floyd's murder, we had over 1000 individuals, and 40 organisations (of up to 800 staff) expressing interest in Unlearning Collective's work. Following introductory webinars and grounding in antiracist practice to around 600 participants in 2020, we returned to longer and slower courses in 2021 .

We started the year in a period of reflection, evaluation and development after the realisation that our capacity as a small organising group was overwhelmed, following the huge groundswell of demand placed on us and RJN in the wake of the [cruel murder of George Floyd](#) in 2020.

A central theme of this year has been the development of our accountability model to reinforce our structures in order to more effectively show up for racial justice. This felt like a priority before we could consider scaling our work to meet demand, if we were to be integritous to our values. In response we have revised the Unlearning Racism Course content to be more oriented towards action throughout, and offered each course a dedicated Mentor, whose role is to support accountability as well as guide opportunities for action. Course mentorship is now generously offered by the phenomenal power team of Mama D Ujuaje, Esther Stanford Xosei and Peninah Wangari-Jones.

After this preparatory work, in July 2021 we invited white-identified residents in the North to enrol on individual or organisation-sponsored places on one of three Unlearning Racism Courses. In addition we've developed and trialled an Accountable Action Peer Support Group with members of the Unlearning Racism Collective which will be open to all current and future course alumni. Our intention for this space is for it to be responsive to needs of our Accountability Partners and Mentors who might send calls to action when opportunities for mobilisation or targeted action arise. Looking forward we will be continuing to develop our accountability model, and also expanding delivery to include Weekend Courses, and responding to growing demand from Organisations.



Pastoral support:

The Racial Justice Network offers pastoral support in strategising and moving ideas to action. We continue to receive emails and other messages from the public seeking help on matters relating to racial injustice. Although we are not able to support every individual, group or organisation who contact us, our dedicated team continue to respond, signpost and offer practical support to some. Most of the messages we receive are to do with racism within housing, employment, policing, health institutions and so forth, other requests for support have been in the form of people seeking to transform their institutions or themselves and wanting training or consultancy of some sort.

Unfortunately we are not able to support everyone who comes forward but some of what comes through is also fed into some of our other projects, advocacy with institutions involved and signposting.

1-2-1 support has involved working with individuals and groups facing injustice to strategise and plan actions.

Research and Reports

RJN conducted and published several reports in 2021 that have gone on to impact on practice. The pandemic, the murder of George Floyd also meant that we had to change our spaces of engagement and organising. Moving issues we listen to from our communities or injustices we observe to reporting or written form was in line with utilising our platforms, trust and relationships we have as well utilise expertise and skills we have as a team to action. Speaking to powers that be, telling individual and community stories through oral and verbal format repeatedly not only exhausts, retraumatises but also desensitises those who are talking and listening. Written words also served as evidence.

[Public's perception of the use of biometrics fingerprint technology](#)

[Between a rock and a hard place: migrant communities led responses to covid-19.](#)

[Hate crime and systemic injustice](#)

[Stop the scan: police use of fingerprinting technology for immigration enforcement](#)

We have also published articles and blogs throughout the course of the year on our [WEBSITE](#)

Informing and Influencing

Our director and team continue to attend or sit in key decision making and strategic spaces within the voluntary sector and other local authorities where they are able to raise issues happening on the ground.

RJN has created and coordinated several spaces to negotiate and highlight concerns on social and race injustice. For instance a meeting with the former crime commissioner Mark Burns and team, incoming Mayor Tracey B, Alison Lowe to talk about stop the scan campaign, reports and the hate crime and systemic injustice reports with support from Bradford councillor Richard Dunbar.

Other involvement includes participating and facilitating spaces that impact on policy, practice and legislation. Examples of this include input, consultations and conversations with Tudor trust, Ubele, Paul Hamlyn Foundation, JRCT, Reed Exhibitions.

Other achievements

Coordination and the organising of spaces that brought several civil liberty organisations concerned about technology, policing and impact on marginalised communities which included DLR piper, Foxglove, JCWI, Awo, ORG, Liberty. Other groups we have engaged with on other racial and racial justice issues include united peoples movement, free2be me, Leedsno borders, anti raids network, antifacist network, Yorkshire resist, sisters uncut Leeds, netpol, unjust, rainbow junktion, pathras, Leeds Gate, Friends, Families and Travellers.

Include increase in funds. We continue to be sustained by grants and funding bids for instance Paul Hamlyn Foundation, Tudor Trust, Awards for all and individual donations. Other notable donations include Cloud water, Reed exhibitions, Queen Mary University London, Joint bid to undertake climate action Leeds work and a recent successful bid to Barings foundation.

We were also able to use promotions budget that we saved from not hiring venues during the pandemic to create merchandise and offer our volunteer organisers, activists, members, donors, staff team RJN merchandise that included T Shirts, Tote bags, badges amongst other things.

These funds allowed for our director and six staff members to be employed and get a salary.

Financial review and responsibilities

RJN operates a Triodos Bank account in the financial year of April 2020 and March 2021, a total of £17 925.41 was carried over, the annual income was £195 633.96 and a total of £106 345.21 in expenses. Expenses were spent on salary payment, rent, travel both national and international, event expenses, response to covid 19 with digital support and other miscellaneous payments.

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

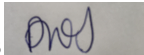
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- oversee the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and which enable them to ensure that

the financial statements comply with the Charities Act. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the charity's trustees

Peninah Wangari-Jones



Position: Director

Date: 24.01.2022