



## ANTI-RACISM STATEMENT

Hope for Life (HFL) is committed to establishing and sustaining an equitable community. We reject all forms of racism as being deeply destructive to our mission, vision, core values, and goals. As an anti-racist community, we are committed to individual and organizational exploration and examination of implicit bias and systemic racism. We seek to be a community whose beliefs are reflected in our practices, policies, and culture.

We acknowledge the complex race and power dynamics at play in international development, especially as it pertains to Rwanda's colonization and history. Like many international organizations, we have been guilty of causing more harm than good at times; we have also been complicit in racism and paternalism. We acknowledge this and commit to doing better by listening to BIPOC and unlearning white supremacy.

As a cross-cultural organization with deep ties in the USA and in Rwanda, each with its own violent history against Black people, it is especially important that we do not remain silent about racism. With a mission focused on the holistic flourishing of Black youth, it is imperative that we stand in solidarity with the Black and African American community. We cannot seek for Black youth in Rwanda to thrive without also advocating for the Black community in the USA. Thus, we proudly stand with our Black brothers and sisters around the globe and denounce individual and systemic racism.

In our commitment to anti-racism, we will:

- Require all US board members and staff to participate in anti-racism training
- Utilize [ethical storytelling](#) best practices related to racism and the portrayal of Blackness including avoiding centering white individuals as heroes in our communications
- Ensure antiracism is included in our future strategic plans
- Offer anti-racism resources and educational learning opportunities to our supporters, especially as it relates to our Learning Trips
- Practice [community-centric fundraising](#) and actively engage supporters who are Black and people of color
- Actively recruit Board members and staff of color. Representation matters.
- Support Black-owned businesses when possible
- Amplify Black and African voices
- Continue to uphold and practice our core values of empowerment and cultural awareness

As members of the Hope for Life community who care deeply about our mission, we sincerely hope you will join us in this lifelong work and also help hold us accountable when we fall short.

In solidarity,

**Hope for Life US Staff & Board of Directors**