



## **Anti-Racism Pledge**

---

### **About Capital Pride London: Where Every Story is Celebrated**

**Capital Pride London is a powerful, community-led movement, not just an event. We are dedicated to creating a radically inclusive space where every story from the LGBTQIA+ community and its allies is welcomed and uplifted.**

Our Declaration of Commitment

As Capital Pride London, we are founded on the principle of Radical Inclusion and understand that the fight for LGBTQIA+ liberation is inextricably linked to the fight for racial justice. We acknowledge that racism, in its systemic and individual forms, exists within our city, our community, and our organisation.

We pledge to be an actively Anti-Racist organisation—meaning we will go beyond simply being “not racist.” We commit to consistently identifying, challenging, and dismantling the policies, practices, and attitudes that perpetuate racial inequity within our governance, operations, and public events.

We affirm that Black, Asian, and racially minoritised LGBTQIA+ individuals are the backbone of the global Pride movement, and their safety, joy, and visibility are non-negotiable.

Our Core Commitments: Actions for Accountability

This pledge outlines our commitment to embedding anti-racism as a foundational practice in everything Capital Pride London does, year-round:

### **1. Centring Black and Racially Minoritised Leadership**

We commit to prioritising and supporting the voices, leadership, and professional development of Black, Asian, and other racially minoritised people across our organisation.

- **Representative Governance:** We will establish and maintain transparent processes to ensure that our Board and core leadership team reflects the racial diversity of the LGBTQIA+ community in London.
- **Equitable Recruitment:** We will actively work to remove structural barriers in our recruitment and selection processes for paid and volunteer roles to ensure fair access and progression for people of colour.
- **Empowering Voices:** We will create and sustain safe, compensated spaces for racially minoritised volunteers and staff to share their lived experiences and directly inform organisational strategy and decision-making.

### **2. Zero Tolerance and Accountability**

We maintain a zero-tolerance policy for racism, racial discrimination, harassment, and microaggressions within all spaces affiliated with Capital Pride London, including events, meetings, and digital platforms.

- **Clear Reporting Pathway:** We will establish a clear, confidential, and robust mechanism for reporting incidents of racism, ensuring all reports are investigated swiftly, fairly, and with transparency.
- **Mandatory Education:** We commit to providing regular, mandatory, and specialised anti-racism and unconscious bias training for all staff, board members, and key volunteers.
- **Public Advocacy:** We will use our platform to publicly advocate for racial justice and challenge racist legislation or policies affecting LGBTQIA+ communities, in solidarity with established race equality groups.

### **3. Event and Community Inclusion**

Our commitment to anti-racism extends to how we design and deliver all our events and community outreach efforts.

- **Equitable Resources:** We will proactively dedicate financial and logistical resources to ensure that spaces, platforms, and stages at Capital Pride events are accessible

and highly visible for Black, Asian, and other racially minoritised LGBTQIA+ artists, performers, community groups, and vendors.

- **Inclusive Programming:** We commit to working with community partners to ensure our programming accurately reflects the diverse histories and ongoing contributions of people of colour to the LGBTQIA+ movement.

### **The Pledge**

We, the leadership, staff, and volunteers of Capital Pride London, commit to upholding this Anti-Racism Pledge. We understand that this is an ongoing journey that requires continuous self-reflection, education, and action. We commit to reviewing our progress against these commitments annually and holding ourselves accountable to the community we serve.

Signed,

Capital Pride London Leadership