

// Become the Bridge Action Plan

We commit to challenging racism together for a fairer, stronger North East

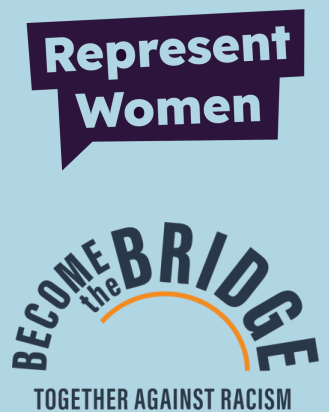


What is Become the Bridge?

Become the Bridge is a campaign set up by the North East Anti Racism Coalition encouraging local organisations to step up and challenge racism in the North East through action.

Our Position

We are an advocacy organisation for led by and for women and girls organisations in the North East. It was important to us to become early adopters of Become the Bridge as many of our member organisations are run by and offer support for ethnically minoritised communities. It is important for Represent Women to be active allies and the best advocates we can for all of our members.



Influence and Advocacy

Meaningful participation requires more than a seat at the table. Organisations led by minoritised communities often encounter barriers that affect their ability to influence outcomes. Represent Women works alongside partners to help create conditions where all contributions are heard, respected, and able to shape decisions.

Action:

Partnership Working- We will include an anti-racism commitment in our service level agreements, ensuring all partner organisations provide a respectful, inclusive and non-racist environment for everyone involved.

Opportunities to Be Heard: We will help foster decision-making spaces where organisations led by minoritised communities feel valued, respected, and able to contribute their expertise and perspectives.

Event Planning- When planning our events we will ensure these spaces are safe, valued, and inclusive, while actively recognising and addressing power imbalances and dynamics.

Membership Engagement

We will explicitly centre and acknowledge the structural barriers experienced by women's organisations led by and for minoritised communities when it comes to engagement and participation with Represent Women.

Action:

Active Listening- We will listen to individual experiences of each organisation and understand how they would like to engage and have their voice heard.

Policies and Procedures- We will ensure our policies and procedures are inclusive, equitable, and actively anti-racist.

Event Planning- We will use an Equality Impact Assessment when planning events to identify and address potential barriers to participation and engagement.

Monitoring Systems- We will use different systems to ensure an equitable and balanced outreach and engagement service amongst our member organisations.

Learning and Development

Represent Women acknowledges that team development is crucial to ensuring our action plan remains relevant and we will ensure that we are continuously learning and developing our Action Plan.

Action:

Engage in Ongoing Learning- Participate in training and reflection, drawing on resources such as NEARC and other sector-leading organisations to strengthen anti-racist practice.

Regularly Review Progress- Use member feedback and emerging good practice to continuously improve anti-racist and equitable ways of working. Our Action Plan will be a standard item on our monthly team meeting agenda.

Share Learning Across the Organisation- Capture and share insights from training, events, and lived experience to build collective understanding and support continuous improvement in anti-racist practice.

Social Media

We use social media to amplify the voices, expertise, and work of the women and girls sector. As a representative and advocacy organisation, we recognise our responsibility to promote diverse perspectives and increase visibility for underrepresented communities.

Action:

Monitor and Review- Establish a system to monitor and review engagement from member organisations, using insights to identify barriers and improve accessibility.

Amplify and Represent- Establish a system to ensure that we are equitable in our approach to social media when posting and resharing our members posts.

Social Media Annual Plan- We will maintain an annual social media calendar plan, aligned with our mission, to promote inclusive communications and increase the visibility of diverse communities throughout the year.

Co Creation

We will also explore co-producing and working with member organisations to develop useful tools and guides to improve engagement and participation both with Represent Women and in representation and advocacy.

Sign Up Encouragement

We will encourage our members to sign up to Become the Bridge to join in the movement together for an anti-racist North East.

For a Stronger North East

Represent Women in partnership with the North East Anti Racism Coalition.



Contact:

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