

Anti-racist work is never done. White supremacy is the foundation on which systems are built, including ourselves and our movements. We acknowledge that this statement and our practices to fulfill our commitments to diminish the impact of white supremacy in ourselves, our workplace, and our movements are always going to be growing and changing.

Our organization was co-founded with multi-racial leadership, and co-led by those founders for five years. We honor that history, and acknowledge that as that leadership model has shifted in our organization has as well.

We acknowledge that white supremacy has shaped everything, which also means our organization. Black women started and lead the movement for reproductive justice, and as an organization with expertise in direct action and taking on abortion opponents and white supremacists (yes, they are the same people) we acknowledge that white supremacy shapes who is safe to take what actions. Our work would not be what it is without the leadership of people marginalized by racism.

We dream of a world where people don't have to fight for justice, but as we work for that future, we hold ourselves accountable to ensuring the safety of everyone who wishes to participate. As an organization, we hold ourselves accountable to doing better in the struggle for racial justice. This involves ongoing, deliberate work that we prioritize within our organization.

Some of the voices in our movement most likely to benefit from mainstream amplification prioritize likes and views over the safety of abortion patients, providers, and advocates. Our movement is engaged in a long-overdue reckoning over the treatment of its workers, and for too many, that work is not coming fast enough.

The leadership of reproductive justice organizations and the analysis and clearly stated needs of Black women and marginalized people were not centered and largely ignored. As a left-flank organization founded in part to help those mainstream organizations do and be better, we are seeking to continue to improve.

In this spirit, we offer this anti-racism statement not as a declaration but as an invitation to continually dig deeper, with determination, vulnerability, and humility. We know this work to dismantle white supremacy in the world and our workplace is messy and can cause harm, and we are grateful for the opportunity to do it, for the people committed to doing it, and we deliberately honor the space and energy it takes.

This document is abridged from an initial draft by the Reproaction Diversity, Equity, and Inclusion Staff Working Group.