

P U S H I N G



AGAINST RACISM

Commitment to Anti-Racism in Skateboarding

As members of the global skateboarding community, we have come together to make a collective commitment to actively resist and challenge systemic racism in our own scenes, organizations, the skateboard industry, and wider society.

Skateboarding and skateboarding-based social programs should always be safe spaces where everyone can thrive. However, we recognize that we operate within social and organizational systems that are larger than us. We aim to recognize power relationships exist and to be mindful of how racism can take many forms, both in overt, covert, and micro ways. We see it as our duty to put in the work – to co-create spaces and areas of influence that are: welcoming, empowering, representative, and committed to racial equity for all individuals who are Black, Indigenous, and People of Colour (BIPOC).

As signatories, we aim to actively provide pathways and establish spaces where all voices are heard, valued, and have support and access to resources to contribute fully to the skateboarding community. We also aim to support each other in the work of challenging systemic racism that may appear at our skateparks, in our media, in our organizational structures, in skate programs that we run, and in the skateboard industry.

We also commit to co-creating spaces for learning and accountability for people with social privilege and especially racial or ethnic privilege. We agree to set a positive public example by acting in a manner that supports this vision of equity in skateboarding.



WE, THE SKATEBOARDING COMMUNITY, AGREE TO THESE GUIDELINES FOR TACKLING RACISM TOGETHER:

- We are committed to learning about and challenging all types of systemic racism that affect skateboarding and fellow skateboarders, either directly or indirectly.
- Together, we acknowledge the emotional labour, expertise, and valuable time of those oppressed by systemic racism.
- We recognize that it is our collective responsibility to do the work to educate ourselves about privilege and racism.
- We welcome feedback and are open to change and learning.
- We encourage people to be open and share about our experiences with systemic racism if we feel safe to do so in order for the community to improve on this matter.
- We will endeavour to replace defensiveness and reaction with listening and reflecting.
- We recognize that we can only achieve progress if we let ourselves be vulnerable as we move towards equity. As with skateboarding, we have to be willing to potentially make mistakes and learn from them.
- We work to make space for each other and try to encourage one another to contribute to our collective knowledge-building and action.
- We are focused on the goal of dismantling racism and prejudice in the skateboarding community and industry worldwide.

We agree to hold each other accountable and support each other to challenge racism and build equity in skateboarding.

Signing this Commitment does not mean the work is done – it is only the beginning of the serious work we must do to abide by the principles and actions within it.

ANTI-RACISM ACTIONS FOR ALL BUSINESSES AND ORGANIZATIONS

Organizational Structure

- Explore anti-oppressive organizational models.
- Ensure equity in accessing opportunities.
- Have BIPOC individuals in meaningful leadership roles and on skate teams.
- Have fair salary scales and encourage pay transparency.
- Write anti-racist accountability into policy wherever it fits to do so.
- Foster psychological safety on teams so that staff feel safe to challenge injustices, provide feedback and make new suggestions.
- Provide representation and visibility of BIPOC individuals and their achievements.
- Provide appropriate pay or reciprocal support/goods to BIPOC skateboarders who act as consultants on racism and anti-racist strategies.





ANTI-RACISM ACTIONS FOR THE SOCIAL SKATEBOARDING SECTOR

Social Skateboarding Programs

- Use anti-racist and anti-bias curriculum.
- Ensure representation of BIPOC individuals as mentors and role models.
- Regular learning, training and knowledge sharing on themes of unlearning racism for staff and volunteers.
- Build a supportive environment where participants and staff are given time for reflection and psychological safety to discuss issues and express concerns, mistakes or disagreements.
- Take into account program accessibility, such as financial barriers, location, or other impeding factors related to institutionalized racism and oppression.

Monitoring, Evaluation, and Learning (MEL)

- Use equitable, ethical monitoring, evaluation and learning practices.
- Provide the option for participants to voluntarily provide data on race/ethnicity on registration forms, surveys, etc.
- Be accountable to the communities and individuals that are being served, not just to funders.
- Actively include our participants and communities in our program design and MEL.

ANTI-RACISM ACTIONS FOR THE SOCIAL SKATEBOARDING SECTOR

Fund Development and Communications

- Advocate for strengths-based, participatory programs in funding applications.
- Seek funds from funders that align with the mission of ending racism and structural inequalities, as well as the missions of our organizations.
- Advocate for equitable access to funding for participant-driven projects and geographic locations in the Global South.
- Protect children and other community members from exploitative communications, ensuring they are represented with respect and dignity.
- Obtain informed consent from children and their guardians for use of their images.
- Invite your program participants to tell their own stories and write their own histories throughout their involvement in social skate projects (while protecting their identities) when creating online content, funding reports, or any other types of communications.
- Initiate conversations with donors about these standards – and “call in” funding institutions that disadvantage BIPOC-led organizations to encourage them to make changes.
- Stand united with other sport-for-development and nonprofit initiatives to fight systemic racism and redistribute power.





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Who's Behind this Commitment?

The Commitment is an initiative from the Goodpush Alliance, which is a network of social skateboarding projects from around the world. In August and September 2020, Goodpush hosted two webinars on the topic of Anti-Racism Action. Several webinar participants suggested that we jointly create a commitment that the skateboarding community could sign on to, so that we can all strive to do better and unite ourselves in challenging racism within our communities, our organizations and the social structures around us. The Commitment and supporting resources were put together by a working group with members from a dozen social skateboarding organizations and skate companies.

If you want to give feedback, suggest improvements, or get involved please contact: info@goodpush.org

Find resources and more info at antiracism.goodpush.org



WOMEN SKATE THE WORLD

