

HOW TO Break the Bias

COMMUNITY AND INTERNATIONAL DEVELOPMENT

IMPORTANCE OF DIVERSE KNOWLEDGE



- Amplify local knowledge holders instead of defaulting to knowledge and expertise from the Global North.
- Translate events and meetings into multiple languages to ensure that knowledge creators can equally present and participate.
- Ensure that diverse voices are at the decision making table.

SUSTAINABILITY & COMMUNITY ORGANIZING

- Support women's empowerment in knowledge generation and ownership.
- Join and contribute to collaborations, and show up to actions and events which are led by women's organizations.



BUILDING MEANINGFUL RELATIONSHIPS

- Before moving forward with the project initiative, it is necessary to establish relationships and mutual understanding with the communities in order to build trust and accountability. This necessitates planning ahead of time.



SPACE & ACCESSIBILITY

- Provide a platform to facilitate the exchange of Indigenous and marginalized groups.
- Use consensus building formats for setting priorities and decision-making so that everyone can have a stake in what's going to happen.
- Take action to make spaces accessible and flexible. For example, creating spaces for children to play in during workshops and trainings helps ensure that women with children can attend..

BYSTANDER INTERVENTION

- Bystander Intervention Techniques can be helping to call in/out people who are being offensive.
- It can be uncomfortable to call in people who are saying or doing unharmed things but please remember that those words and actions have real life consequences on the lives of people from global majority - by speaking up you are helping to stop harm.



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YOUR APPROACH



- Focus on true partnership and include strategies and action plans for addressing power dynamics in agreements.
- Support co-design and locally driven work rather than developing ideas at HQ and then using partnerships purely for implementation.
- Conduct locally relevant research. Use two driving questions for your work:
 - 1) What questions do local community leaders and organizations have?
 - 2) What support do community-based organizations and leaders want to address those questions?

FAIR PAY

- Pay your interns and ensure internships are available in the countries where the work is happening.
- Pay people properly for their expertise and time.



REPRESENTATION



- Ensure that any research or products accurately represent the perspectives of leaders, organizations and individuals involved in the research.
- Reframe the audience to center collaborators and participants rather than donor or the "international community".
- Resist the narrative that Muslim women are oppressed and Muslim men are monsters. This justifies both the infantilization of Muslim women and the use of violence and torture against Muslim boys and men.
- Challenge the idea of one Islamic culture. There are Muslims across the globe with different practices and customs.



DIVERSITY, EQUITY & INCLUSION



- Any DEI committee should have the power and authority within an organization to enact changes to create a more equitable environment. Without power to enact change, DEI work relies on the goodwill of people who have continually benefitted from the oppressive systems.

PLEASE FEEL FREE TO REACH OUT TO
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HAVE QUESTIONS OR INQUIRIES