



**Global Nutrition Cluster**  
**Anti-racism and Localisation Working Group**  
**Terms of Reference**  
*Updated 19 Nov 2024*

## **1. Background**

The wave of protests and self-reflection ignited by the murder of George Floyd in the US in May of 2020 compelled organizations around the globe to examine the impact of racism and colonization within their operations. The then Technical Rapid Response Team (Tech RRT) did so by establishing the Anti-racism Workstream on 13th August 2020. In the same period, the Tech RRT also established a Localisation Workstream. In December 2020 the Tech RRT merged with and became the Technical Support Team (TST) of the Global Nutrition Cluster (GNC) Technical Alliance. In August of 2021, with the acknowledgment that localisation efforts are key to anti-racism in the humanitarian space, and vice versa, the Anti-racism Workstream and the Localisation Workstream formally merged to become the Anti-racism and Localisation Workstream. Further, it was agreed that the newly merged workstream would be regularly assessed to ensure strong synergies between Anti-racism and Localisation are being realised. In October 2023 this workstream officially became the Anti-racism and Localisation Working Group under the GNC.

The working group is committed to efforts that progressively challenge and dismantle racism and [white supremacy](#) in the humanitarian sector, while contributing to [decoloniality](#)<sup>1</sup> and the localisation agenda through our work in the nutrition sector. In short, the working group is committed to clear, measurable actions that translate to meaningful changes to GNC strategy and practice. The vision of the working group is a nutrition sector that ensures racial equity, local leadership, and space for national and local actors in humanitarian preparedness, response, and recovery.

The Anti-racism and Localisation Working Group is made up of GNC partners who are dedicated to creating actionable and measurable Anti-racism and Localisation efforts that will become a part of the long-term strategy of the GNC. The group will lead the development and implementation of the anti-racism and localisation activities informed by anti-racism principles

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<sup>1</sup> Although sometimes used interchangeably with 'decolonization', the TST prefers to use the term 'decoloniality', which represents reconstitution of ways of thinking, languages, ways of life and being in the world (Walter D. Mignolo) rather than 'decolonization', which represents the direct repatriation of Indigenous land and life (Tuck & Yang).

and the [GNC Localisation Roadmap](#) as they apply to strategy, procedure, and practice for the GNC.

## **2. Objective**

The objective of the Anti-racism and Localisation Working Group is to champion and support mainstreaming efforts for anti-racism and localisation principles in the GNC. In addition, the working group functions as a space for shared learning, unlearning, exchange of ideas, and influencing materials to further anti-racism and localisation objectives.

## **3. Definitions**

The GNC Anti-racism and Localisation Working Group defines the following for our work:

**Racism**: a system that employs the classification of races in service of a hierarchy in which white people are at the top (see 'white supremacy') and Black people are at the bottom. All other races are granted spaces between those poles and can be granted or deprived of 'honorary whiteness' under white supremacy culture, when convenient. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. (based on the definition by [Dismantling Racism Works \(dRworks\)](#))

**Anti-racism**: a proactive course of action in the recognition of racism (systemic, institutional, and individual racism) and the dismantling of 'white supremacy' in order to progress towards racial equity. (inspired by the work of [Ibram X. Kendi](#), [Future Ancestors Services](#) and NAC International Perspectives: Women and Global Solidarity)

**Racial equity**: the just and fair inclusion into a society in which all people, regardless of their race or ethnicity, can participate, prosper, and reach their full potential. Health and wellbeing outcomes are no longer predicted by racial identity. (based on definitions by [The Equity Manifesto](#) and [RaceForward](#))

**Racial discrimination**: any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. ([International Convention on the Elimination of All Forms of Racial Discrimination \(CERD\) - Article 1](#))

**Localisation**: is based on the recognition of an imbalance of power between international actors and the communities that they serve. Localisation is a restorative process involving recognition, respect, appreciation, and investment in local and national humanitarian capacities, leadership, and local and national resources. The aim is to replace this imbalance with locally-driven, locally-

led, and locally-owned response to better and more sustainably meet the needs of affected populations. (Inspired by [The Grand Bargain](#), [Arbie Baguios](#), and [Oxfam](#))

#### **4. Theory of Change**

The working group developed the following conceptual framework for theory of change informed by anti-racism principles and previously described approach to the localisation agenda:

#### **Anti-racism and Localisation Conceptual Framework**



#### **5. Guiding Principles for the Working Group**

- **Continuous learning:** this journey does not have a finish line.
- **Non-discrimination:** non-discrimination on the basis of race, color, decent, nationality, ethnicity, religion, political views, gender, sexual orientation, social or other status.
- **Equity and [Intersectionality](#):** working in equitable partnership with local actors while recognizing how different identities are impacted and affected by similar situations.
- **Actively working to identify and confront racism and coloniality:** racist beliefs, actions, and practices will not be promoted or hidden but rather discussed and progressively dismantled. This includes approaching this work with humility, confronting white fragility, embracing discomfort and protecting racialized individuals.

- **Amplifying the work and voices of racialized communities:** listening to, collaborating with, and prioritizing local actors in all aspects of our work by centring lived experience and positionality<sup>2</sup>.

## **6. Working Group Structure**

The Anti-racism and Localisation Working Group is composed of nutrition actors who are often staff of national and international NGOs and UN Agencies. The working group meets once a month on an ongoing basis. Where necessary to address an urgent matter, extraordinary meetings and ad-hoc task forces may be called by the co-chairs at the request of members of the working group.

## **7. Membership and Responsibilities**

Membership to the Anti-racism and Localisation Working Group is open to all GNC partners. External members can be invited with approval of the members if their participation is relevant to the objectives of the working group.

Responsibilities of the Anti-racism and Localisation Working Group members include to:

- Continually increase individual knowledge by researching, attending trainings, sharing, and reflecting on personal and team understandings of and relationship with racist systems and structures
- Actively engage in the implementation of collective working group efforts, including leading and or participating in specific activities and developing tools and approaches
- Propose actions aimed to more effectively support local and national actors<sup>3</sup> and bring them to the centre of the GNC's work
- Attend at least 50% of meetings and engage in discussions related to the working group objectives

Further, the working group puts its guiding principles into practice by being intentional about orienting the working group around the lived experience of its members, prioritizing membership from colleagues in the 'Global South'<sup>4</sup> as well as from local and national organizations. The

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<sup>2</sup> The notion that personal values, views, and location in time and space influence how one understands the world. In this context, gender, race, class, and other aspects of identities are indicators of social and spatial positions and are not fixed, given qualities. Positions act on the knowledge a person has about things, both material and abstract. Consequently, knowledge is the product of a specific position that reflects particular places and spaces. - The Anti-racist Teaching & Learning Collective <https://antiracistteaching.org/>

<sup>3</sup> Includes local organisations, community-based organisations and governmental agencies at all levels.

<sup>4</sup> The working group acknowledges that the term "Global South" is an imperfect term that is top-down in nature and will likely be replaced in the future.

working group aims to maintain a majority (>50%) “Global South” representation among its members and the group composition is regularly monitored and evaluated.

Potential new membership is communicated by the co-chairs via email to the working group members with a minimum of 5 working days to respond. If no objections or concerns are raised by the members, the new member can be invited. If objections or concerns are raised, they will be discussed at the next regularly scheduled meeting.

## **8. Leadership and Responsibilities**

Two members of the working group act as co-chairs. The co-chairs are decided by its members and can rotate among other members as is agreed upon by the working group. Leadership by the working group co-chairs is re-evaluated at minimum annually to ensure they are meeting the needs of the working group and promoting both anti-racism and localisation.

The co-chairs are responsible to:

- Ensure the smooth running of the Anti-racism and Localisation Working Group. A draft agenda is circulated by the co-chair(s) at least three days before the monthly meeting. Draft minutes are to be circulated within three days of each meeting.
- Facilitate participatory development and further progress on the workplan of the working group
- Ensure engagement and collaboration with other GNC working groups

## **9. Subject Matter Specialist and Responsibilities**

The working group aims to have at least one designated subject matter specialist (SMS) for anti-racism and one for localisation. The role of these individuals is to be accessible by the working group to bring clarity to specific topics, weigh in on key products, or influence decision-making relevant to their expertise.

## **10. Materials Development, Validation, and Responsibilities**

Materials are developed by working group members in alignment with the working group workplan activities.

When materials are developed and agreed upon within the working group, they must be escalated to the GNC Operations Management Group (OMG) for validation. A response to the working group is expected within one month. The OMG will decide if it should be escalated to the Programme Leadership Team (PLT) for validation. In this case, a response to the working group is again expected within two weeks. Once approved, the product(s) can be circulated via GNC communication channels.