

This is a checklist of things to consider for being part of the *Anti-Oppression Circle* (For current participants and new):

Oppression and intersectionality

(In the process of adding more links/signposting)

- ☐ Racial injustice
 - ☐ white supremacy
 - ☐ colourism, skin colour
 - ☐ ethnic/cultural discrimination
 - ☐ Racial identity
 - ☐ Anti-blackness
- ☐ Religious persecution
 - ☐ faith based oppression
 - ☐ Religion / Spiritual Practice
- ☐ Legal, socio-economic inequity, political, class, institutional
 - ☐ class/caste systems,
 - ☐ hereditary wealth imbalance,
 - ☐ social mobility
 - ☐ Matrix of domination
 - ☐ Hegemonic- geopolitical
 - ☐ Language
 - ☐ Education
 - ☐ Housing
 - ☐ Travellers / Nomadism
- ☐ [\(Dis\)ability](#), D/deaf and [neurodivergence](#)
 - ☐ Physical ability - visible & invisible
 - ☐ Mental/psychological ability - visible & invisible
- ☐ Gender oppression
 - ☐ toxic masculinity, dismantling patriarchy,
 - ☐ women's rights,
 - ☐ Gender equality/equity,
 - ☐ LGBTQIA+,
 - ☐ heteronormativity
 - ☐ Cis-Gender normativity, Trans-gender and genderqueer-identity
- ☐ Sexuality discrimination
 - ☐ LGBTQIA+ orientation
- ☐ Social oppression
 - ☐ Interpersonal
 - ☐ Family and friends

- ☐ Workplace discrimination
- ☐ Body positivity
 - ☐ Lookism, fatphobia
 - ☐ Body Form
- ☐ Ageism
 - ☐ young, old
- ☐ Nativism, colonialism
 - ☐ Hostile environments
 - ☐ Migrants, refugees and asylum seekers
 - ☐ Citizenship/migration status
- ☐ Specieism
 - ☐ More than human world
 - ☐ Non-human animals
 - ☐ Plants
 - ☐ Fungi

Accountability- Safer space/brave space to be maintained for those most marginalised

- ☐ be willing to be held accountable for our intentions, actions and words
- ☐ Calling in and calling on
- ☐ To be humble and to be kind to ourselves and others as we are all unlearning internalised oppression
- ☐ To read the guidelines and available resources
- ☐ Constantly check ourselves for bias, oppression, discrimination, prejudice etc
- ☐ Acting with respect in community with each others
- ☐ Practise transformative justice and other healing/liberation practices
- ☐ To be aware of conflict transformation/resolution processes

What happens if you are not accountable

- Initiative transformative justice process- healing the harm created, liberating the oppressed and oppressor
- Engage in conflict resolution processes, held by an independent party or trained admins
- Possible removal from the network/group space to maintain accountability

Admins

- We are a co-created network that is self-moderated and is open to anyone's input for the continuation towards liberation of all species
- BIPOC led admins, whilst being open to suggestions from all

- There is an admin group on Signal where we self-organise
- Commitment towards being an admin is on a needs and capacity basis. There is no expectation to do a set amount of work. Admins are free to leave/step down their responsibilities or take on more as and when they can
- Anyone can suggest proposals, meetings, events, actions etc with relevant discussion amongst the group
- Admins are there to hold responsibility for these matters: consists of setting up meetings, hosting circles, helping the network to grow, taking part in any conflict/justice process, suggesting proposals, inputting on vision/strategy, finding opportunities to collaborate, fundraising
- We are a supportive intersectional community of people who hold each other accountable

Building strong movements and preventing burnout

- We take an active approach to inviting in people
- We are committed to long-term movement building in collaboration with [pluriversal](#) groups
- We use effective tactics and are successful in our organising
- We encourage healing, rest and somatic liberation practices, resources and events- this includes self-care as revolutionary action
- We offer a supportive and friendly community- acknowledging the hard truths together without spiritual bypassing or false positivity
- We celebrate our successes together as part of our weekly summaries
- We are critical practitioners of anti-oppression whilst holding spaces for mistakes, errors of judgement and contradictions. We are all humans are imperfect and all fallible

Steps to take to tackle Oppressive Behaviours

-acknowledging it exists and we are against all forms of oppression

-intended actions to address the harm and break the cycle

-warning to anyone doing harm, removal from space if someone doesn't take accountability for their actions, step forwards to any admins if they have experienced this oppression

-call out especially to any BIPOC women who have energy to become admins plus all Gender identities.

By intentionally taking ourselves through this checklist and working ourselves through the various headings, we will be more committed as individuals as part of a wider community to be practising anti-oppression work as part of this network.