ELEMENTS OF A DECOLONIAL ORGANISATION

Complexity about decolonisation is recognised by the organisation as a nuanced process, rather than a "one size fits all" approach. For example, colonialism had different approaches, impacts and continued legacies upon the different peoples/environments it was imposed on.

Critical Consciousness through awareness of the continued influence of colonial legacies on individual and societal belief systems

Decolonial Education to provide anyone engaged with the organisation with the analytical tools necessary to scrutinise, deconstruct, and ultimately progress beyond the limitations of colonial discourse e.g. "Third World", the goal of "Western development for poor countries"

Diverse Knowledge Systems within organisational governance frameworks, research methodologies, and organisational composition e.g. collaborative engagements with Global Majority heritage (GMH) communities

Inclusive Governance Structures which include the active participation of GMH individuals in decision-making spheres at every organisational level

Research Methodologies with an emphasis on relationality/interconnectedness with various peoples, community-centric engagement, and ethical rigour

Pedagogical Approaches which value experiential learning, learnings from traditions, and a holistic approach to problem-solving

Workplace Composition to reflect an inclusive and equitable environment which reforms hiring and promotion to resonate with GMH people who are underrepresented in the organisation, and/or in senior positions within it

Resource Allocation to initiatives aimed at GMH people which are sustainably funded in the long-term, rather than short-term, tokenistic, and fragmented

Assessment and Accountability when monitoring initiatives aimed at or include GMH people/communities i.e. co-develop with GMH people what constitutes success and the initiatives' priorities