

Pump Street Anti Racism Working Group  
Summary of Meeting, 24th June 2020

1. Group Rules

- Speak from experience and use the first person - "I" instead of "you"
- Be honest and open
- Saying what you believe rather than what you think people may want to hear
- Confidentiality with regard to individuals – topics and discussions will be recorded and shared
- Respect each other
- Engage in respectful challenging, always with the assumption that everyone is here with good intentions but acknowledging any unintentional hurt or disrespect
- Be open to learning from others
- Participate to the fullest of your ability. Community growth depends on the inclusion of every individual voice

2. Why are we part of this group?

- To listen and learn
- To make a difference
- To better ourselves
- To actively question our entitlement and our privilege
- To understand what we can change
- To influence the future
- To examine Pump Street's inequalities and the problematic history and present of cocoa and chocolate

3. Discussion of Renni Eddo-Lodge's *Why I'm No Longer Talking To White People About Race*

- Important to understand the history of UK racism – not just an American problem
- It's not Black peoples job to undo the systemic racism they face
- White people need to learn more and work to undo their unconscious bias (referred to Harvard study – take the test here: <https://implicit.harvard.edu/implicit/takeatest.html>)
- Discussion – questions of diversity in Suffolk vs in Pump Street
- Learnt that erasing people's identity is not helpful, e.g. "I don't see colour" is a dismissive statement

4. Terms of Reference

Wikipedia:

Terms of reference (TOR) define the purpose and structures of a project, committee, meeting, negotiation, or any similar collection of people who have agreed to work together to accomplish a shared goal.

Agreed – See Appendix I.

Appendix I. Pump Street Anti Racism Working Group Terms of Reference

Group Name: Pump Street Anti Racism Working Group

Mission Statement: To take consistent and continued action to actively make Pump Street an Anti Racist company.

Problem Statement: Pump Street, as a business, operates within and inherently racist society and as such also has structural racism that needs to be addressed.

When we started our chocolate-making journey we began to learn about the structural racism inherent in the cocoa industry due to the legacy of colonialism.. We must own up to the fact that the food industry is part of the problem rather than part of the solution.

*“In a racist society, it is not enough to be non-racist, we must be antiracist.” —*  
Angela Davis

It’s now clear that if we’re not actively tackling white privilege in our business, and in our sector, we are upholding it. It’s time for us as a business to use our power to tear down inequalities where we see them and to use our platform to amplify black voices.

Boundaries: We will work within Pump Street Ltd’s team, products and suppliers and our communication with our customers to address systemic racism.

Outcomes: To recommend concrete initiatives that aim to enact systemic change against racism to be taken to the board for consideration.

Membership – Listed in minutes. Open to all team members.

Working Methods –

1. Listening to the customer, team member, supplier and other perspectives on racism in all its forms (e.g., anti-Black, anti-Indigenous, anti-Semitic, Islamophobic, etc.);
2. Identifying opportunities in Pump Street’s policies, programs and practices to address racism;
3. Collecting information on other businesses’ efforts to counter racism;
4. Recommending initiatives that aim to enact systemic change against racism at Pump Street Ltd.

Accountability – Publish quarterly summary report on our website.

Review – Review Terms of Reference bi-annually.