



Part 3

Supporting and sustaining movements

“...I refuse to join with them in performing the miracle—I will not say trick-of liberating the oppressed with the gold of the tyrant, and raising the poor with the cash of the rich.”

Dr. B. R. Ambedkar,
*The Annihilation
of Caste*, 1936

Art by KNS @theworkplacedoodler

Central to the decolonising process was the need to support and resource the work of contesting digital harms and reimagining other futures. Yet often, this work is significantly under-resourced, with racial and social justice groups, community-led organisations and groups in the global South significantly less likely to access funds for digital justice. Here, funding patterns and practices reinforce a concentration of power within civil society, exacerbating a reality where a narrow, homogenous pool of people are considered ‘experts’ on digital affairs. This shapes the digital rights agenda and structurally excludes critical work on how to mitigate harms to marginalised communities and make systemic change. We envisage the need for structural changes in the way resources are allocated in the ecosystem, new roles to better connect and support movements, and internal decolonising processes in organisations in the field.

The Reimagine and Redistribute (R&R) collective will hold space for funders and community groups to work together to:

1) uplift and learn from work on reimagining funding politics and processes rooted in anti-colonial approaches.

2) explore, design, and pilot new ideas to shift capital and power to resource the self-determined priorities and activities of communities impacted by technology.

We imagine the **R&R collective** to:

- Advance conversation and commitment to reparative approaches in Europe.
- Uplift and learn from existing initiatives on anti-colonial approaches in funding, including reparations and divestment work.
- Understand the needs of groups impacted by funding processes and decisions with regard to “how funding” happens, to inform the reimagining of:

- + Application process incl. infrastructural support to aid applications (e.g., language support and other types of support etc).
- + Post-funding relationship and dynamics.
- + Learning and impact evaluation that is mutually beneficial and can be practically integrated into future decision making on all ends (for both funders, organisations & movements).
- + Forms of non-monetary support, e.g., network, skills, capacity building, tech and tools.

- Develop strategic approaches to interrogate and transform the composition of funding institutions to be more participatory, relational, and involve meaningful devolution of power to communities.

- Ensure funders prioritise and commit to structural care support for movements, e.g., making specific funds and processes available to support accessibility infrastructure, childcare, healthcare (including mental health support), access to gender-specific services, trauma-informed care support, income support for activists, amongst other things.
- Explore alternative resourcing mechanisms and community-based funding models to help shift dependency away from traditional philanthropy and capital generated by extractive and exploitative means.
- Identify key structural issues in the funding ecosystem and develop strategies to address them through, e.g., campaigns, advocacy, and grantee coalitions.

Funders participating in the **R&R** will develop and publish a set of community guidelines for how they will commit to decolonial approaches to shifting capital and power by changing funding practices and politics. These guidelines will include explicit guidance on committing funding for structural care support for movements.

We are inspired by the work of funding models including (but not limited to) the *Black Feminist Fund*, which is changing the way Black feminist groups are supported; the *Numun Fund*, which is seeding and sustaining feminist technolo-

gy infrastructures for movement organising in the Larger World; the *Emergent Fund*, a movement-aligned participatory grantmaker, that resources rapid response and emergent organising led by frontline Black, Indigenous and people of colour; and the Kataly Foundation, which is overspending its funds and houses the *Mindfulness and Healing Justice programme*, which builds power by redistributing resources to mindfulness and healing justice organisations, networks and practitioners.

Movement Doulas. Our design work highlighted that there is a need for people in the field to help bring life to the objectives of this programme of work. Movement Doulas would play an important role in:

- Weaving connections between community-based and digital rights organisations;
- Developing and sustaining relationships between groups in the Global South and the Global North, and between groups in the Global South;
- Developing new networks/channels for thematic exchange, with a focus on social justice issues rather than technology per se;
- Supporting transformative change in organisations;
- Providing critical expertise in healing and wellness for the groups in the ecosystem.

The Movement Doulas are funded positions with specific responsibilities and expertise to help operationalise programme activities. The doulas may also play a role in the overall collective governance of this programme of work. We are inspired by the disability justice movement and creative practitioners' work on the role of access doulas, people who monitor and assist with participants' active needs in different spaces.

We intentionally use the term Doula², with its gendered meaning, to highlight the central, birthing, nourishing, and nurturing role that women and non-binary people have specifically played in digital justice, in particular their role in creating and sustaining movement³.

Digital Solidarity Coalition. Throughout the process, we reflected that existing digital organisations are potentially a source of great skills, expertise and resources that could be helpful to wider racial and social justice movements, in Europe and across the world, if there were greater connections and if more work happened in solidarity. To facilitate practices of solidarity amongst organisations working on digital issues, we envisaged the Digital Solidarity Coalition as a group of individuals and organisations with technical, digital, operational and legal skills to organise and offer meaningful and tangible support to racial and social jus-

tice movements. This could include:

- Skill-sharing workshops on issues co-defined with racial and social justice organisations;
- Long-term support with technical infrastructure; and
- Support with access to resources and finance, including fundraising with, and for such movements.

These activities and resources will be published on the Digital Liberation Partnerships Platform, and the support offered could include building and maintaining that online platform.

Supporting transformative change processes in organisations. Support in the form of training and peer-support spaces, and a contact point for transformative organisational practices, will be available to organisations.

² The word “doula” comes from ancient Greek, meaning “a woman who serves” or “female caregiver”. The term and practice have since developed and are now used to refer to non-clinical birth workers who are trained to provide physical, emotional, and informational support to pregnant people in the prenatal, birth, and postpartum periods. Doulas are commonly placed in the context of community-based practices of healthcare and support. The programmatic working group used the term doulas to refer to individuals or groups who provide support to the movement to grow and develop, particularly at intersections of digital and social justice.

³ However, we note the tensions arising from using this term: links with the automatic feminisation of labour, the structural undervaluing of (social) reproduction, care and support work. We use this term to reject, reclaim, and place value on this work.

If organisations in the field are not safe for members of marginalised groups or are unable to be trusted partners to community-based organisations, the field will not be able to effectively contest technological harms. More generally, all organisations working at the intersection of justice and tech can benefit from support to make their organisational structure sustainable. Only sustainable organisations with strong anti-oppressive and transformative practices can work towards durable structural anti-colonial changes. This support will primarily centre the needs of racial, social, and economic justice organisations working on digital issues, but would be beneficial for all organisations committed to transformative change. To encourage and support tailored internal transformative processes in organisations, we envision:

- A series of training and peer-support spaces, including conversations on: governance and leadership, HR policies, accountability infrastructures, sharing power, decision making and consensus building, communities of practices, healing, reparations, and health;
- A central contact point for advice on building internal transformative change and decolonising processes.
- Materials to support the internal transformative processes of organisations, including groups of experts, reading lists and other material on transformative and

organisational change. This will also include the necessary resources for digital organisations on (a) how to transform their own organisations to create the capacity to work in solidarity with racial, social, economic and environmental justice movements and (b) encourage more engagement of critical technologists in racial and social justice movements.

To work towards transformative organising, we are inspired by the work of the disability justice movements and the 10 principles of disability justice that can be found on the Sins Valid website, the Black feminist organising in Latin America and the Caribbean research, the landless workers in Brazil and their organisational practices and knowledge, the organisational practices of Whose Knowledge? and the beautiful “Strategies for building an organisation with a soul” by Hope and Rudo Chigudu.