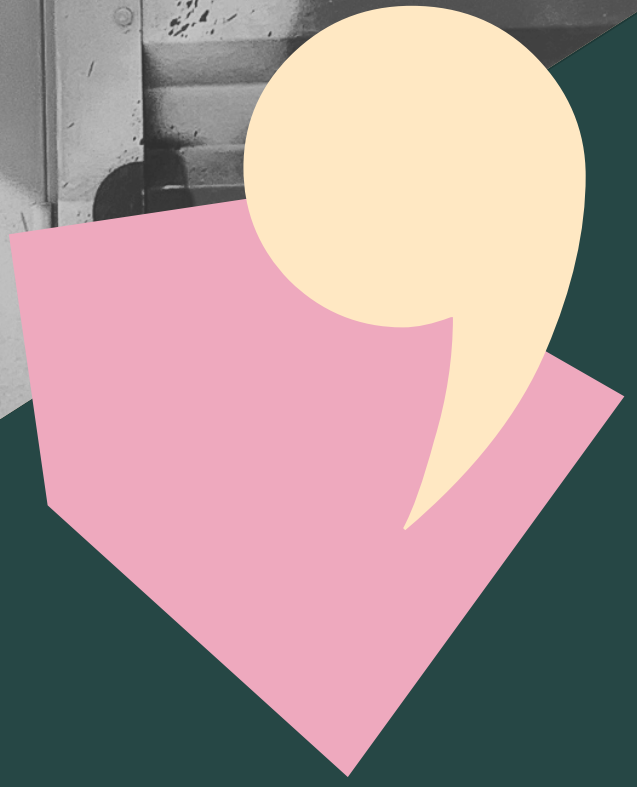


**SYSTEMIC  
JUSTICE**



# 2021-2023 ANNUAL REPORT

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“It is so refreshing to not be  
in a white-dominated space.  
Systemic Justice feels refreshing  
— I am curious what they will do.”

**CLIMATE JUSTICE ROUNDTABLE PARTICIPANT**

# FROM OUR DIRECTOR

Welcome to our first annual report. Uniquely, it covers two years, from **7 December 2021** to **31 December 2023**, and contains many achievements that have made us proud.

From the day we began, we have had a clear focus: to transform how the law works for communities fighting for racial, social, and economic justice. It's been just over two years since we set out on this path – a path that has seen us forge alliances with activists from marginalised communities at the vanguard of social justice movements across Europe.

Our aim is to work alongside our community partners to leverage the courts in support of their demands for justice. We are the movements' law firm. We are here to listen, learn, and make the law work for the most marginalised people.

To do this, we decided from the outset that we needed to think differently as an organisation. Our approach is reflected in the principle of guardianship. First, we embrace the idea of being a “good ancestor”, acknowledging that our work sits on a timeline that exceeds our lifetimes. It builds on work done by those who have come before us, and it will be continued by others after we've exited our part of the journey. Second, the work we do as an organisation, including setting it up for impact, has to be a collective effort.

That collective effort shows up in all we have done since we started. From engaging in substantive conversations with a myriad of marginalised communities and groups; to producing accessible guides to litigation; to developing a network of lawyers for change; to building a new kind of organisation in how Systemic Justice works externally and internally: we're taking our cues from the communities we serve. Ultimately, we aim to radically change the landscape for racially, socially, and economically marginalised people across Europe – through the courts.

Systemic Justice is a deliberately values-first organisation. We are also a people-first organisation, while holding our mission firmly at the centre. We are anti-oppression, anti-racist, and intersectional in our approach. As much as we are committed to re-thinking and re-imagining a new

and equal world, we are also operating in a system that is set up to destroy liberatory, transformative work. So, apart from the energy we need to put into the process itself, we're also resisting the pressures of the status quo.

Still, I genuinely believe that it's possible to create a better world. Some of the biggest changes we've seen in history were all unimaginable at some point.

**WE NEED TO REMEMBER THAT THE SYSTEMS FIGHTING AGAINST SOME OF US ARE MADE BY PEOPLE. AND THIS MEANS THAT WE CAN CHANGE THEM.**

In the following pages, you'll see examples of what that can look like. It's a small beginning – a glimpse, really – of that joyful place where collective action can take us all.

In solidarity,

**NANI  
JANSEN  
REVENTLOW**  
FOUNDER, SYSTEMIC JUSTICE



# OUR VISION AND MISSION

**JUSTICE  
FOR ALL**



# WE ARE SYSTEMIC JUSTICE, THE MOVEMENTS' LAW FIRM.

We are the first organisation in Europe that works with community partners on strategic court cases by taking a community-driven, intersectional approach and that:

- 🌱 is Black-led
- 🌱 has a majority Black and people of colour (BPOC) team

Our vision is of a society where organisations, movements, and collectives can leverage the courts by using strategic litigation in community-led campaigns for racial, social, and economic justice.

# WE CHAMPION ANTI-OPPRESSION, INTERSECTIONALITY, AND BELIEVE IN JUSTICE FOR ALL.

We work to radically transform how the law works for communities fighting for racial, social and economic justice. We do this by:

- 🌱 building the knowledge and power of organisations, movements, and collectives fighting for justice and equality;
- 🌱 launching community-driven litigation;
- 🌱 developing a network of lawyers for change.

**“I feel empowered by being here.  
It makes me feel courageous.”**

**CLIMATE JUSTICE ROUNDTABLE PARTICIPANT**

# POWER OF COMMUNITIES

JUSTICE  
FOR ALL

COMMUNITY  
POWER





# COMMUNITY IS INGRAINED IN OUR DNA

We have been community-driven since our inception, knowing that any legal cases we take on must be defined by the people we serve. To this end, our first task as an organisation was to [consult with and map](#) the work of marginalised groups fighting for racial, social, and economic justice across Europe. We did this because back in 2021, there were no available resources that provided rich and meaningful community views. Although we never set out to write a report, we decided to fill that research vacuum by publishing our findings in [Surfacing systemic injustices: A community view](#).

## READ PUBLICATION



Even today, many reports, research, and other sources touching on human rights and social justice in Europe speak about communities resisting injustices, without genuinely reflecting their perspectives. Mindful of this problematic dynamic – communities as an object of study – and determined to avoid an extractive approach, we took great care in carrying out this consultation. It was vital that our approach was

respectful of the communities we engaged with and that they could use the final research outcomes in their own work.

Our consultations are collaborative; we engage in open dialogue with the communities we serve without plundering the experiences they share with us for our own gain. We are also firmly intersectional in how we conduct and interpret research. We are, therefore, able to expose the ways racial, social, and economic injustices are systemic and affect people differently based on the intersections of race, ethnicity, gender, religion, sexuality, language, nationality, class, disability, and age.

Making [community-driven litigation](#) a reality can only be done by partnering with those who work at community level. Our first community consultation included participants from over 30 countries across Europe representing Black, Muslim, and Roma communities, migrants and refugees, sex workers, LGBTQI+ communities, anti-trafficking campaigners, disability campaigners, housing justice initiatives, climate justice campaigners, and many more.

The consultation consisted of:

**6** thematic [roundtable](#) conversations with organisations, movements, and collectives. These groups challenge the most pressing issues in society across the themes of [climate justice](#), [access to justice](#), [policing](#), [social protection](#), [free movement](#), and [anti-racism](#);

**100** one-to-one conversations with community activists and organisers;

Nearly **100** completed online surveys;

Mapping **1000+** organisations, movements, and collectives in Europe working on racial, social, and economic justice.

In 2023, we returned to our community partners to find out what other issues were the most pressing for them, particularly in Central, Eastern, and Southern Europe, as well as the Nordic countries – regions that were previously underrepresented (this research is captured in a [second report](#), published in June 2024). That consultation involved:

**1,785** additional organisations, movements and collectives mapped from

**40+** countries in Europe, raising our database to nearly

**3,000** organisations working on racial, social, and economic justice;

**40** one-to-one conversations with community activists and organisers from over

**19** countries

Detailed exploration of how governments employ **ARTIFICIAL INTELLIGENCE** and other technologies against marginalised people, and its connection to systemic injustice.

We have learned a lot from our consultation process and will continue to incorporate those [lessons](#) into our collaborations with community partners. You can find out more about them on our [website](#), but in summary, the lessons cover:

- ➡ accessibility (for instance, making sure our materials are translated);
- ➡ trust and confidentiality (such as only sharing people's contributions with their consent);
- ➡ transparency (for example, being clear about where people's contributions will go); and
- ➡ respect (for instance, valuing people's time by offering them an honorarium for their participation)

**Our community-driven approach guides everything we do. We will continue to consult with, support, and be led by communities in full appreciation of their experience and expertise.**



**“I think the roundtable was absolutely innovative in the sense that it sought inclusion, fairness, respect and mental health for all... we need more thoughtful and kind people like you.”**

**ROUNDTABLE PARTICIPANT**

# OUR WORK

**JUSTICE  
FOR ALL**

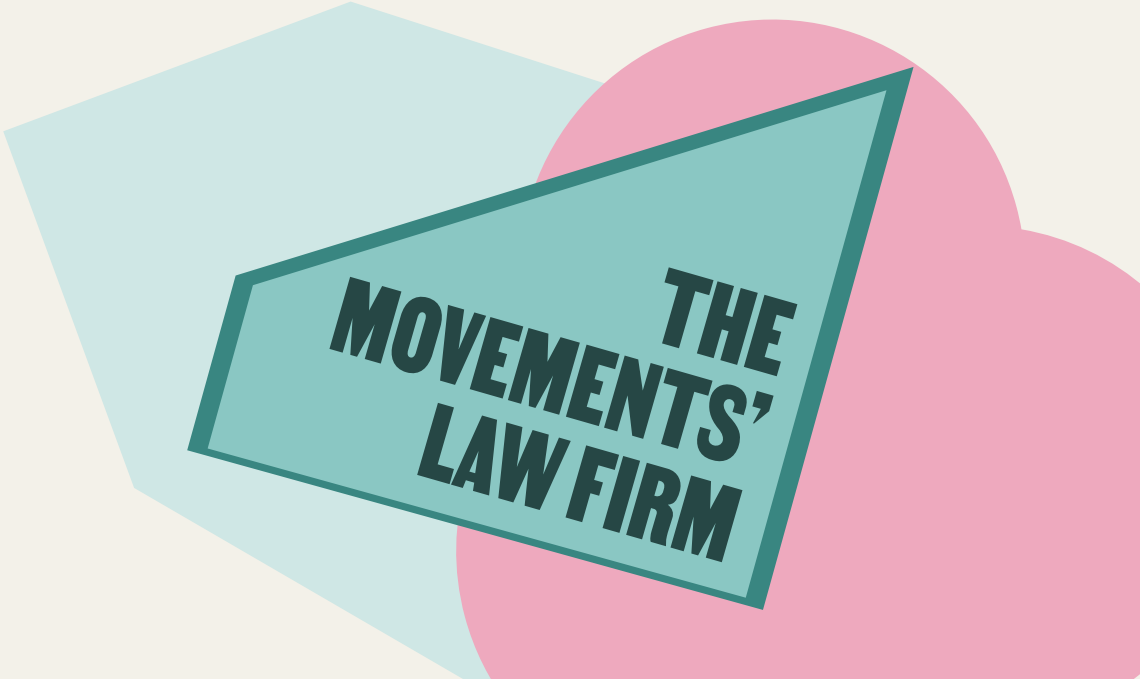


## Grounded in community collaboration

Our work calls for a radical re-think of how the law can be harnessed to deliver justice to the most marginalised people and groups in Europe. Over the past two years, we have focused on connecting with organisations, movements, and collectives working for racial, social, and economic justice. As we shared

above, our community-driven agenda means just that: a total commitment to seeking legal cases defined by the people impacted the harshest. To deliver on our belief that justice should be accessible to everyone, we've taken a wrap-around approach consisting of three elements:

-  **1. BUILDING KNOWLEDGE AND POWER AMONG ORGANISATIONS, MOVEMENTS, AND COLLECTIVES**
-  **2. LAUNCHING COMMUNITY-DRIVEN COURT CASES**
-  **3. DEVELOPING A NETWORK OF LAWYERS FOR CHANGE**



**THE  
MOVEMENTS'  
LAW FIRM**

**“So impressed by the amount of clear and helpful information that was shared.”**

**COMMUNITY FEEDBACK ON OUR  
COMMUNITY TOOLKIT FOR CHANGE**

# BUILDING KNOWLEDGE AND POWER

Communities should be able to make informed choices about how they want to incorporate strategic litigation in their campaigns for change.

At Systemic Justice, we are building the knowledge and power of organisations, movements, and collectives resisting injustice by:

1. Developing resources on strategic litigation
2. Delivering workshops and training sessions
3. Hosting drop-in calls to address communities' questions

In 2023, we took a major first step towards expanding legal knowledge and power among communities by publishing our first set of resources, our

## COMMUNITY TOOLKIT FOR CHANGE →

Based on the input communities provided in 2022, this toolkit guides organisations, movements, and collectives on how to use the courts for their campaigns for justice. It consists of:

### Strategic litigation: A guide for legal action

Understanding what strategic litigation is, what it can do, and how, when, and where it can be used are some of the key considerations to have in mind when thinking about the role strategic court cases can play in pushing for racial, social, and economic justice. This guide addresses the essential components of strategic litigation and what it can do for campaigns for change, both inside and outside the courts.

[READ GUIDE →](#)



### Words for justice: A glossary of essential legal terms

Legal terminology can often feel like a language of its own. The many words, terms, and expressions used by legal professionals to talk about legal processes can be alienating. Access to this knowledge is often mediated by lawyers or legal advisors, which can lead to unequal relationships between communities seeking justice and their legal counsel. This resource helps communities understand legal terminology so they can consider legal tools and integrate them into their campaigns for change, on their own terms.

[READ GUIDE →](#)

### How can we use the courts: A conversation starter

This resource contains questions that partners can bring to community spaces and meetings to aid conversations about how taking cases to court can play a role in the fight for racial, social, and economic justice. In six questions, this resource takes communities from dream vision for change to actionable steps that can become part of a potential litigation strategy. It is not meant as a substitute for legal advice, but provides a useful starting point for conversations within communities.

[READ GUIDE →](#)

**“Fits in exactly with what I need  
and timely.”**

**THE  
MOVEMENTS’  
LAW FIRM**

**“[Systemic Justice’s] Community  
toolkit for change is really excellent,  
and undoubtedly will be invaluable to  
many.”**

**FEEDBACK ON OUR  
COMMUNITY TOOLKIT FOR CHANGE**



In October 2023, we launched the speakers' series: [“Reframing climate justice”](#) in response to community requests for spaces where they could connect and create more visibility for the climate justice work BIPOC collectives are doing. The series builds a shared vision of true climate justice, raising the profile of this work and thus strengthening BIPOC climate justice activism. It urges European governments and policy makers to put the people who are worst affected by climate change at

the centre of their climate crisis response. Speakers in the series also call for the authorities to ensure that their response addresses intersectional harms experienced by those most affected by climate change. We launched the first episode of this series in Berlin on 27 October 2023. All episodes [are available to stream on our website](#) and related outputs and events are coming up in 2024 (see further below).

## LEARN ABOUT HOW WE BUILD KNOWLEDGE AND POWER WITH COMMUNITIES

READ MORE



“I’m excited to have this conversation with everyone on the panel, and with you guys as well, because I’ve done so many panels and everyone’s like, oh the experts are up here, but it’s like we’re all experts in this space, and we’re a community... So, thank you for having me here”

**SAMIA DUMBUYA**, UK-BASED FACILITATOR AND COMMUNITY ORGANISER, EPISODE 1 OF [“RE-FRAMING CLIMATE JUSTICE”](#)

**“We need assistance and we need help, but we also want to be partakers in that help.”**

# LAUNCHING COMMUNITY-DRIVEN COURT CASES

Courts can be powerful agents for change, but marginalised communities are often unable to leverage the full potential of litigation for their causes and campaigns. Instead of having lawyers take over and set the agenda, we are jointly developing community-driven litigation campaigns, opening up the law to those who need it the most.

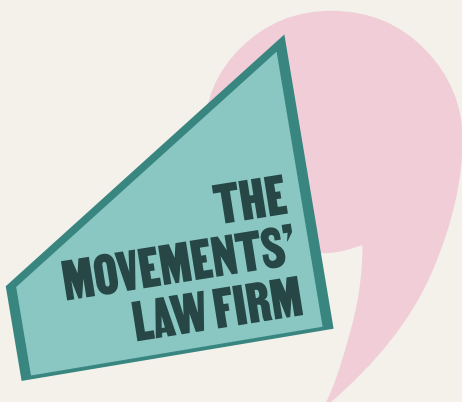
We partner with communities to support them in bringing the court cases they want and that they believe can have a [broader social impact](#) – such as changing laws, policies, or institutional behaviours. Simply put, [we support communities](#) to be the strategists for how the courts can best serve their goals. We do the “legal legwork” to put that strategy into practice as the movements’ law firm.

To make sure that our litigation work is genuinely community-driven, in December 2021 we began by carrying out a comprehensive [Europe-wide consultation](#) (see above) which provided a unique insight into the harms experienced by communities and the opportunities they saw for addressing them.

These insights were presented in our first report, [Surfacing systemic injustices: A community view](#).

**READ REPORT** →

Published in September 2022, it revealed the most pressing issues for communities fighting for racial, social, and economic justice. Cross-referencing those findings with our legal mapping of case trends in Europe, we found two priority areas where our community-driven case development work was most needed: [climate justice](#) and [social protection](#).



In 2023, this led to follow-up consultations with organisations, movements, and collectives working on climate change and racial, social, and economic justice. We spoke to 20 representatives from groups across Europe, including the Czech Republic, France, Germany, Norway, Poland, and the UK. Our aim was to find the best ways to collaborate with them to build community-driven strategic cases. These initial conversations have led to initial collaborations with organisations that:

- want to challenge environmental racism
- fight for clean air for all
- resist polluting activities on their doorstep
- push the participation of their community in climate policymaking that concerns them

We see potential for future legal work with them, and a number of these conversations have transformed into partnerships. This work intersects with our [Re-framing climate justice project](#) (see p.17).

We followed the same approach for the theme of social protection, holding conversations with 20 representatives from groups across Europe, including: Belgium, Denmark, the Netherlands, Romania, Spain, Turkey, and the UK. These groups tackle discrimination and exclusion in the context of:

- informal work (such as zero-hours contracts)
- street vending
- education
- social housing
- protection for survivors of domestic violence
- disability justice
- LGBTQI+ rights
- Roma rights
- freedom of religion



Street art by the Dutch housing justice initiative Verdedig Noord who take action against gentrification in Amsterdam-Noord. The text reads: Can you come into my neighbourhood with your art without being interested in my perspective?

We continue to hold regular meetings, workshops, and information sharing sessions as we help these groups identify where and how strategic litigation can support their campaigns. The cases we are working on together include those:

- aiming to resist the impact that gentrification is having on low-income neighbourhoods
- challenging the sales and marketing of dangerous and health-threatening beauty products to Black people and people of colour
- abolishing racist and ableist segregation in educational contexts
- protecting and promoting the rights of Intersex and trans people
- challenging Islamophobia in social protection practices

**LAWYERING IS A VERY RIGID, REPETITIVE PROFESSION. YOU DON'T HAVE TIME TO DREAM. BUT WHEN YOU'RE IN A MOVEMENT, IT'S ALL ABOUT THINKING ABOUT A DIFFERENT WORLD.**

**WHEN YOU WORK DIRECTLY WITH COMMUNITIES, THERE'S SO MUCH ROOM FOR DREAMING DIFFERENTLY, THINKING DIFFERENTLY.**

Ife Thompson,  
Community activist and lawyer.

# HIGHLIGHTS

## DECEMBER 2021 - JULY 2022

Comprehensive Europe-wide community consultation on racial, social, and economic justice priorities.

## APRIL - AUGUST 2022

Mapping of major litigation opportunities and obstacles across the Council of Europe region and Mapping of litigation state of play on climate justice, anti-racism, social protection, policing, access to justice, and free movement.

## SEPTEMBER 2022

Launch of [Surfacing systemic \(in\)justices: A community view](#), sharing the findings from our comprehensive community consultation, setting priorities for litigation and future research.

## THROUGHOUT 2023

Follow-up climate justice community consultation with 20 groups across Europe, including: Czech Republic, France, Germany, Norway, Poland, and the UK.

## THROUGHOUT 2023

Follow-up social protection community consultation with 20 groups across Europe, including: Belgium, Denmark, the Netherlands, Romania, Spain, Turkey, and the UK

We acknowledge that justice can come in many forms – and doesn't have to be all about money. It can extend to public apologies, the creation of monuments, museums, and health centres. We can push to change these human-made systems so that justice goes beyond financial compensation to address an injustice more holistically.

## LEARN ABOUT OUR COMMUNITY-DRIVEN LITIGATION WORK

READ MORE



**“Our battle is much more than pain and suffering. Strategic fights can make change happen that sometimes even the legal system doesn’t foresee.”**

**SOCIAL PROTECTION ROUNDTABLE PARTICIPANT**

# DEVELOPING A NETWORK OF LAWYERS FOR CHANGE

**“THE FIRST RETREAT OF THE COMMUNITY OF PRACTICE WAS A UNIQUE EXPERIENCE WHICH I FEEL LUCKY TO HAVE HAD THE OPPORTUNITY TO PARTICIPATE IN, ALONGSIDE SO MANY WELCOMING, PASSIONATE, AND TALENTED PEOPLE.”**

Participant at the Community of Practice retreat 2022

In tandem with our community-focused approach to taking on legal cases, we are developing a network of lawyers for change. This Community of Practice is made up of lawyers and other legal practitioners working on racial, social, economic, and environmental justice across Europe. Through the network, we champion collaborative methods that centre communities. Our hope is that this way of working becomes standard across the legal profession in Europe.

We kickstarted the process of creating this network in the summer of 2022 by [meeting practitioners](#) from more than 30 organisations across Europe. This was followed a few months later, in October by our first annual [Community of Practice](#) retreat in France. During the retreat, network members developed and agreed on a shared purpose: to work collectively to promote community-centred lawyering and reframe litigation processes so they can be more accessible and better serve communities affected by racial, social, and economic injustice. Feedback was positive, with many people feeling empowered, emboldened, and inspired to continue working together.

**“I HAD A WONDERFUL FEW DAYS AND I FEEL LUCKY TO NOW HAVE THE CO-OPERATION OF ALL THESE AMAZING PEOPLE AND THEIR ORGANISATIONS. I REALLY FEEL LIKE WE MADE A STEP FORWARD.”**

Participant at the Community of Practice retreat 2022

In July 2023, the network held its first workshop on [holistic approaches to strategic litigation](#). Participants joined discussions and troubleshooting sessions to mutually learn, share knowledge, and strategise around these approaches. We chose the title “Beyond lawyering” to remind us that strategic litigation can be most successfully leveraged to bring about structural change when it is fought both inside and outside the courts, as part of broader campaigns for change.

In September 2023, members spent three days connecting with one another in person at the network’s [second annual retreat](#) in France. Having articulated our mission at the first retreat, we looked at how to bring that mission to life in the work we do as a network, and considered what learning and tools we need to develop to put our vision of community-centred lawyering into practice in Europe. Participants also had a chance to learn from each other’s cases and experience.

**“This retreat is what we need to build tomorrow: you realise your strange ideas are realistic with people you can trust!”**

**PARTICIPANT AT THE COMMUNITY OF PRACTICE RETREAT 2023**

## The network of lawyers for change aims to:

**1** Reflect on the power imbalances that currently exist between lawyers and the communities or groups they represent. The network should also build and share knowledge, learning, and practice on more community-centred approaches to litigation for racial, social, economic, and environmental justice.

**2** Share knowledge, resources, strategies, and tools that can help strengthen the litigation work of network members.

**3** Create an environment for mutual learning and support amongst the network, including through workshops and group discussions.



*From our Community of Practice  
Retreat 2023*

**LEARN ABOUT OUR  
COMMUNITY OF PRACTICE**

**READ MORE**





# HIGHLIGHTS

## SUMMER 2022

Initial meetings with 30+ organisations from the Council of Europe region to begin the process of establishing the network of lawyers for change [to kickstart the process of establishing the Community](#)

## OCTOBER 2022

First Community of Practice strategy retreat bringing together 16 litigators who work on racial, social, and economic justice in Europe.

## JULY 2023

First workshop on holistic approaches to strategic litigation.

## SEPTEMBER 2023

Second annual Community of Practice strategy retreat.

“This was a great experience to [connect with] other lawyers from across Europe engaged in similar work exploring how to do this better for the communities we try to represent.”

**PARTICIPANT AT THE COMMUNITY OF PRACTICE RETREAT 2023**

**“Centring our values in decision-making is a choice that turns Systemic Justice into a force for cultural transformation. I believe that the decisions we make about how we build our culture will inform ongoing critical inquiry into the work required to be in ‘right relationship’. Pursuing justice, while also ensuring that culture and the health of our relationships is top of mind is work I’m proud to be a part of.”**

**IYOBOSA IRABOR, HEAD OF HR, PEOPLE, & CULTURE  
AT SYSTEMIC JUSTICE**

# CREATING A DIFFERENT KIND OF ORGANISATION

JUSTICE  
FOR ALL



# When we set up Systemic Justice, we committed to building a different kind of organisation:

One that would *question so-called best practices*, and one whose work, externally and internally, is rooted in its *foundational values* of anti-oppression, intersectionality, and justice.

Doing this is delicate, intricate, and difficult work. But it's necessary and vital to organisational progress, to those we serve, and to be able to safeguard those who work at Systemic Justice. We are committed to aligning every aspect of our organisation – from our Board, to recruitment, to internal policies – with our values. We firmly believe that we can only genuinely work for racial, social, and economic justice if we practise the values we are fighting for.

This has meant keeping our focus on our values rather than systems and processes. To begin, we decided to take a fresh look at:

- ▶ law and regulation requirements for us
- ▶ what were the relics of NGO culture that everyone thinks are rules (but often aren't); and
- ▶ the leeway there is for us to build systems and processes grounded in organisational values of anti-oppression, intersectionality and justice

The people who make up Systemic Justice embody our desire to be a different kind of organisation. We are the first Black-led, majority Black and people of colour (BPOC) organisation of its kind in Europe. We are a fully remote organisation, opening up wider possibilities for the people we work with, including greater flexibility. We have been transforming our policies and practices in several areas:



## **RECRUITMENT**

We have embraced a fairer and more inclusive process, which focuses on skills and experience instead of formal qualifications. We hold open calls for all our job vacancies so that everyone has an equal chance at speaking to us. We listen to and provide for people's specific accessibility needs. We provide interview questions in advance and always publish a role's salary range with our recruitment ads. This is a simple and effective way to improve equality and there is no good reason not to do it.

[READ MORE ABOUT OUR RECRUITMENT PRACTICES.](#)



## **OTHER POLICIES**

Our team are all involved in the development of our policies. The policies themselves must be meaningful. Everyone involved in our work should be able to understand and apply them in practice, and understand the consequences if people deviate from them. In 2023, we developed our safeguarding policy with input from individuals with vast experience of anti-oppressive organisational development. This policy takes into account the paradox that marginalised people are too often forced into: that safeguarding can mean relying on institutions, such as the police, who themselves cause harm to these groups.



## COMMUNICATION

In 2023, we launched our new brand identity, complete with a new logo, colour palette, and typography. This was in recognition of the many changes our organisation has already experienced. The comma plays a key role in our new visual identity: it's about bringing new people, new causes, new organisations, and new ideas on board. The comma allows us to keep adding and building as we achieve progress with community partners. It symbolises the two sides to achieving systemic change – movements and the law – and the bigger impact they can make when they come together. Our logo uses the “MARTIN” font – a typeface inspired by the [Memphis Sanitation Strike](#) of 1968 and designed by a [Black-owned design agency](#). Recognising that legal communications can be alienating and excluding, we are also simplifying the way we speak and write so that more people can access our content.

# SYSTEMIC JUSTICE, THE MOVEMENTS' LAW FIRM

Making our values a working reality within the organisation requires hard work, intentionality, perseverance, and deep unwavering commitment. We continue to do this, both individually and collectively, so that we are best able to do what we're meant to: support the transformative work of our community partners by putting the power of litigation into their hands.

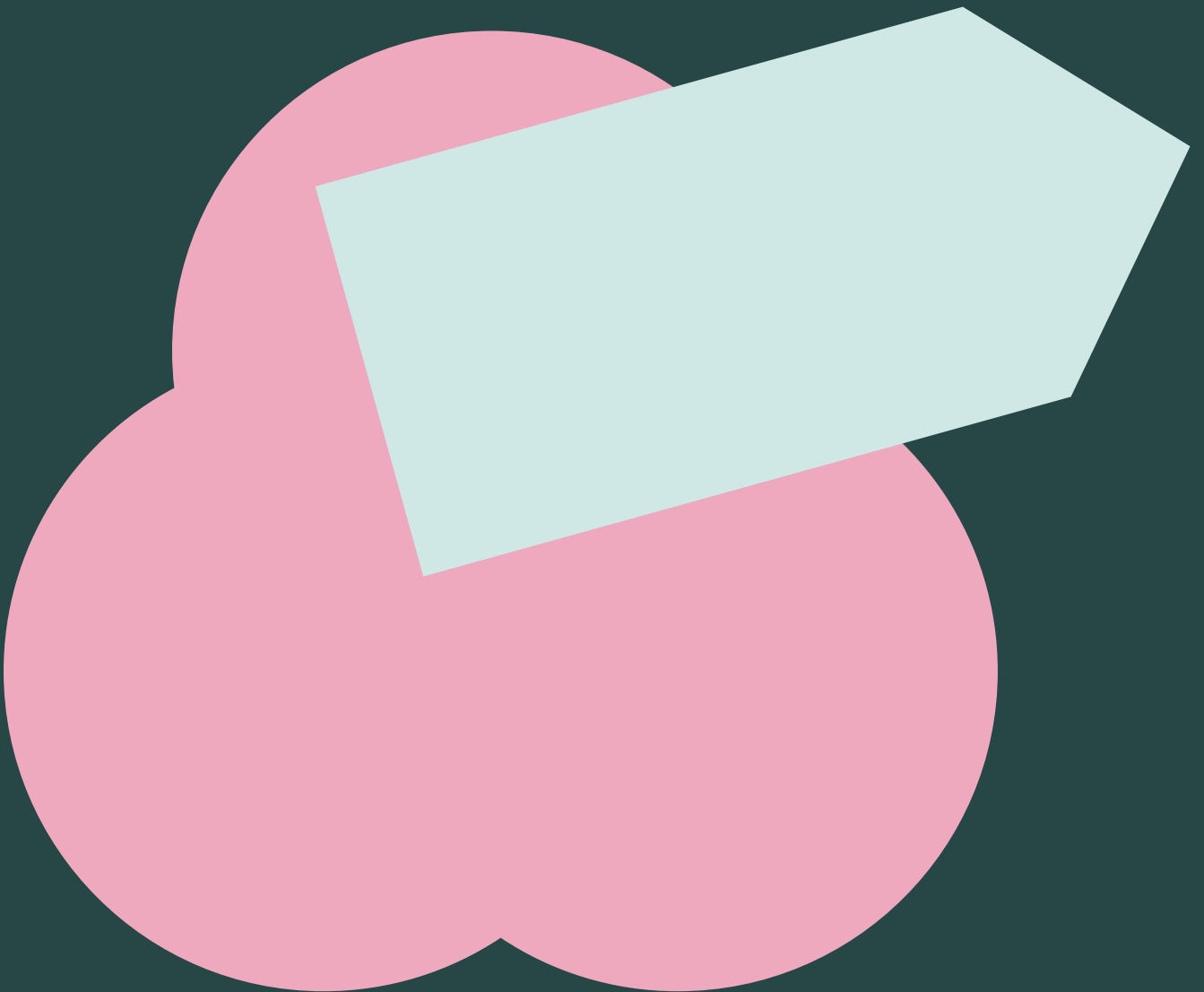
**LEARN ABOUT HOW WE'RE BUILDING  
A DIFFERENT KIND OF ORGANISATION**

**READ MORE**



# OUR FINANCIAL ACCOUNTS

**JUSTICE  
FOR ALL**



# WHERE OUR FUNDING COMES FROM

Systemic Justice is funded primarily by grants from philanthropic organisations. We also receive in-kind donations, including pro-bono legal support from a variety of law firms.

2021-2022

**TOTAL INCOME: EUR 517,017**

Income from other sources  
including private donations:  
**EUR 2,372**

Income from philanthropic grants:  
**EUR 514,645**

Total value of in-kind support:  
**EUR 374,720**

## **EUR 0-50,000**

European AI Fund  
Democracy & Media Foundation  
Foundation for International Law for the Environment  
Freedom Fund  
Lankelly Chase  
Porticus

## **EUR 51.000-100.000**

Avast Foundation  
Joseph Rowntree Charitable Trust  
Luminate  
Open Society Foundations  
Robert Bosch Stiftung

**2023**

**TOTAL INCOME: EUR 1,073,002**

Income from other sources  
including private donations:  
**EUR 13,034**

Income from philanthropic grants:  
**EUR 1,059,968**

Total value of in-kind support:  
**EUR 323,070**

**EUR 0-50,000**

Allianz Foundation  
Donor Advised Fund  
Impact on Urban Health  
Luminate  
Murmur  
Olin

**EUR 51.000-100.000**

Avast Foundation  
European AI & Society Fund  
Family foundation  
Lankelly Chase

**EUR 101.000-250.000**

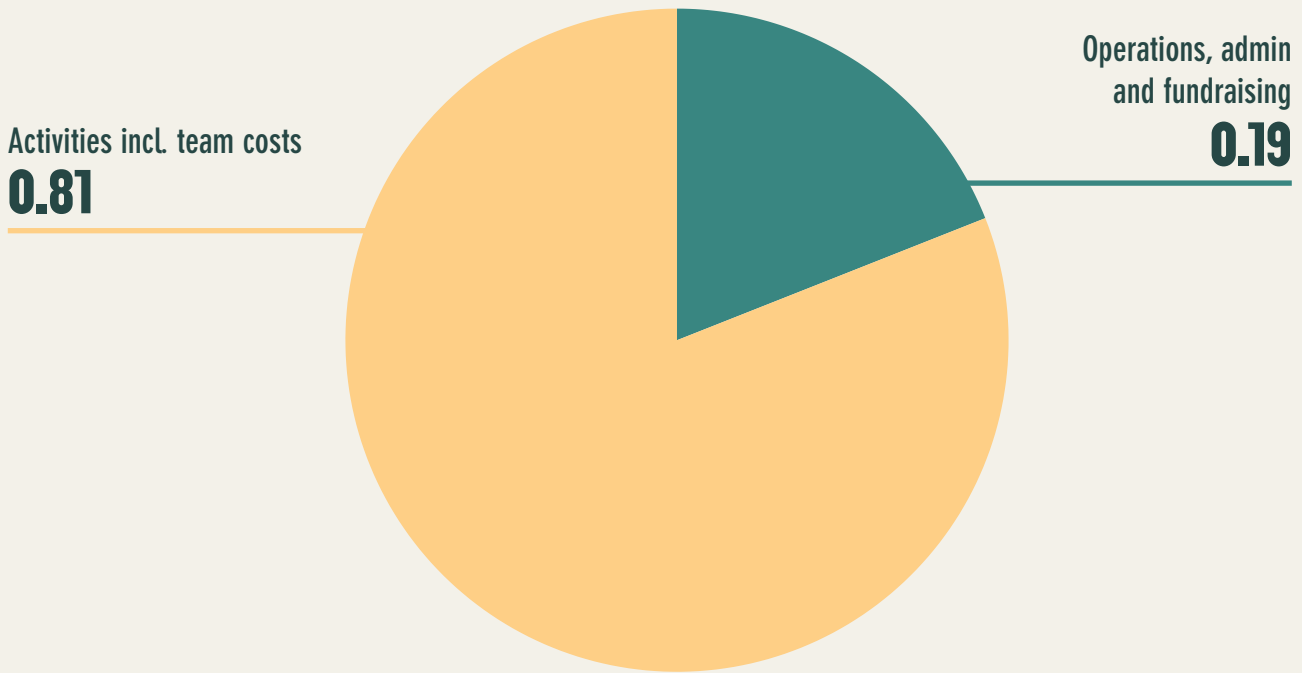
Joseph Rowntree Charitable  
Trust  
Oak Foundation  
Open Society Foundations  
Robert Bosch Stiftung



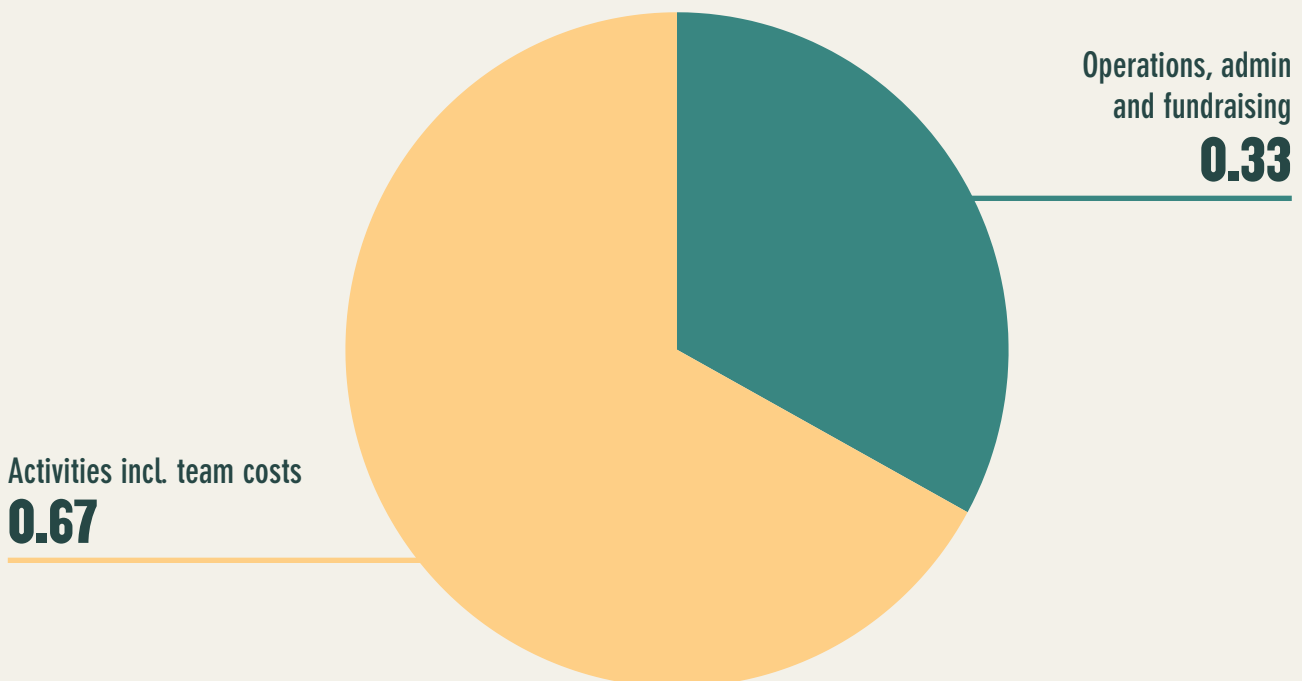
# HOW OUR FUNDING IS SPENT

From 2021 to 2022, our primary focus was getting the organisation's initial activities going. In 2023, we continued to build on these activities, while also increasing our work to build the organisation's operational capacity and internal structures.

## 2021-2022



## 2023



**“We need inclusion rather than integration. [...] people’s right to continue to live and thrive in their own culture, instead of having to work to be allowed into the system.”**

**FREE MOVEMENT ROUNDTABLE PARTICIPANT**

# LOOKING AHEAD

**JUSTICE  
FOR ALL**



Having completed much of the foundational work needed to establish our new organisation over the past two years, we plan to launch a number of ambitious initiatives in 2024 and 2025.

## LITIGATION STRATEGIES

When we first envisioned Systemic Justice, our ambition was to quickly and efficiently mount a number of legal cases that could set important precedents for racial, social, and economic justice. But we soon found that, however keen our community partners were to use the courts to push for change, they were prevented from doing so by the constant oppression they faced. Frequent “firefighting” and having to respond to daily

harms made it very difficult for them to find the time to pursue cases. Because we were set up to bring community-driven cases, we must work at the pace of our partners. Still, in 2024, we are set to begin implementing four litigation strategies that have been co-designed with community partners working on climate justice and social protection.

## FOLLOW-UP RESEARCH

In June 2024, we will publish our second report, which builds on and extends our first Europe-wide consultations: [\*“Revisiting systemic \(in\)justices: Community reflections”\*](#) covers a wider geographical

area than our previous research and explores in greater depth how technology reinforces the harms experienced by racially, socially, and economically marginalised people.

## BUILDING KNOWLEDGE AND POWER WITH BIPOC CLIMATE JUSTICE ACTIVISTS

We will bring leading BIPOC climate justice activists together for a summit in October 2024. The aim is to promote climate work that addresses the intersecting and disproportionate harms BIPOC communities face as a result of the climate crisis. Our hope is that the

gathering will be a space to share knowledge, build power, and uplift one another. We’re planning a podcast in 2024, as part of our Building BIPOC Climate Justice Power project.

## ENHANCING OUR NETWORK OF LAWYERS FOR CHANGE

We plan to hold our third annual in-person retreat to continue to strategise together. We will also implement regular litigation workshops.

Our first two years have been full of learning, challenges, achievements, and stronger alliances. We’re looking forward to our next year with curiosity, purpose, and energy – and to working in solidarity and partnership with marginalised communities who continue to fight, undaunted, for change and justice.

**“In order to address the social injustice challenges, we need to get out of our silos and comfort zones.”**

# GET IN TOUCH

We would love to hear from you. If you have any questions or comments, please find us at:

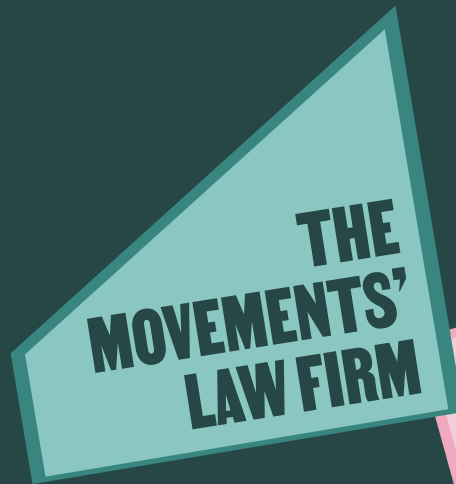
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As our research has shown, the most marginalised communities have been a leading force for racial, social, and economic change across Europe. But the rise of the right across the continent, evidenced by recent election results, has made their work even harder. With your help, we can better support Europe's most marginalised communities to consolidate their campaigns for justice through strategic use of the courts.

**DONATE TODAY** →



“Racism is not just unipolar, it intersects in so many ways. It is important to also eradicate that within our communities. The goal is to love each other more.”

**ANTI-RACISM ROUNDTABLE PARTICIPANT**

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