



Alex Raikes MBE DL (Hon LLD)

Alex became Chief Executive of Stand Against Racism & Inequality (SARI) in January 2024. SARI is a leading, regional hate crime charity, based in Bristol and operating throughout the Avon & Somerset area. Alex joined the charity as their first caseworker in 1991 under the leadership of the founder Director the late Batook Pandya MBE DL. Alex has gone on to be a driving force in SARI and its surrounding areas for tackling racism and hate crime; ensuring a best practice response by responsible agencies and ensuring that conflicts between and within communities are minimised so safety, security and cohesion is maintained for all. Alex is Governance Lead on the Board of the Key Unlock Potential (a new charity developing a social enterprise for ex-offenders); is a member of the University of Bristol Court; was awarded an MBE in 2009 for her contribution to race relations; was made an Honorary Doctor of Laws by the University of West of England in 2019, was made Deputy Lieutenant of Bristol in July 2020, was the High Sheriff of Bristol 2022-2023, and received an Honorary Doctorate from Bristol University in 2023.

Crucially, as a dual heritage individual with 4 sons, Alex has first-hand experience of racism and running a busy, lively household.



**STAND AGAINST
RACISM & INEQUALITY**

About Stand Against Racism & Inequality (SARI)

Based in Bristol and operating throughout Avon & Somerset, SARI is a Service User-led specialist Hate Crime charity that works at the heart of the communities they serve.

Starting out as a racial harassment project, they are now the largest and longest running Hate Crime Charity in the UK (operating since 1991). Their primary service is a casework service that responds to circa 800 referrals and opens approximately 400 cases a year of victims of hate crime to get justice and overcome the impact of such abuse. SARI has developed a specialist and bespoke risk assessment modelled on the CAADA-Dash used in DA to ensure consistent and safe response.

Their multi-cultural and diverse staff team are predominantly people with 'lived' experience of hate and they are overseen by a Board that are predominantly ex-Service Users and 75% of whom are Minority Ethnic.

Their casework service informs a range of preventative services including training, education and 121 sessions for young victims and offenders of hate crime. Their interactive and impactful interventions are designed to win over hearts and minds to their cause and to promote allyship and proactivity.

SARI is renowned for their collaborative, strategic and innovative approaches for achieving a best practice response to hate crime in all spheres. They are also highly respected by the multiple partners and agencies who contract them to deliver specialist services including casework, audit, training and consultancy.

OUR VISION

Our vision is that all people are free from attack due to their personal characteristics, and that they have equality of opportunity and outcomes.

OUR VALUES

We have four core values which underpin how we work as an organisation and as individuals.

Empowering: We believe individuals and communities are a force for positive change, individually and in collaboration. We are community-led, person-centred and ambitious whilst empowering and driving ourselves, and others, to make things happen.

Honesty: We communicate openly and clearly and take responsibility for both successes and challenges through teaching, learning, and improving. We are transparent and accountable to our colleagues, clients, partners, communities, and funders.

Difference: We are proud and respectful of our diversity and united by a common cause to challenge inequality and hate crime. We value, respect, and support each other and our partners and stakeholders, and work without prejudice.

Autonomous: We are an independent charity, rooted in the communities we serve. We use our voice and influence to challenge and inspire systemic change in public and private services, communities, public policy, and people's attitudes.

OUR CHARITABLE OBJECTIVES

1. to work towards the elimination of racism and inequalities for people with protected characteristics as defined in law
2. to promote equality of opportunity for those with protected characteristics and to foster good relations between those with protected characteristics and the general population
3. to advance the education of the public in the causes and effects of racism and inequalities between those with protected characteristics, and,
4. to promote for the public benefit the relief and treatment of any physical, mental or emotional distress suffered by any person as a result of that person or a member of her or his family having suffered inequalities on the grounds of one or more protected characteristic.

Find out more at: www.sariweb.org.uk

