



About Us

Sister Shack is a Black and Queer led activist and intersectional feminist CIC committed to social justice and community inclusion for marginalised people.

Who do we work with?

Sister Shack centres **LGBTQIA+ Black and Global Majority people at the heart of the work that we do.** We work with **QTIBIPOC+, LGBTQIA+, and Global Majority communities, creatives, artists, musicians, DJs and entrepreneurs.** We work with and promote people with marginalised genders, including **transgender women, cisgender women, transgender and non-binary people.** We recognise that there is no such thing as a completely accessible event, and we continuously work to improve the accessibility of our events to people who are **disabled, neurodivergent, lower-income, refugees, and people seeking sanctuary.**

What do we do?

Sister Shack **organises events, panels, workshops, classes, markets, Queer parties, festivals, silent discos and more** in alignment with our mission, values, and goals.

We **facilitate dialogue** which encourages education and reflection on a range of issues and experiences such as but not limited to: intersectionality, decolonisation, feminism, anti-racism, LGBTQIA+ justice, relationships, boundaries, and consent.

We **provide safer spaces, support, and guidance** for people facing marginalisation.

We strive to **empower** people facing marginalisation through paid involvement, encouragement to take up space, and by creating spaces of connection.

Some **examples** of what we organise include: [Bend&Shake](#) multi-genre Queer parties, [Our Pride Festival](#), yoga classes, decolonising music and identity workshops, beginner DJ and production workshops, as well as seasonal markets.

Sister Shack believes **we are stronger together.** We are keen to collaborate with individuals, organisations, and grassroots communities. Our collaborations include work with [Sunny's Art Studio](#), [Spin City](#), [Navii Media](#), [East and Southeast Asians North East \(ESA.NE\)](#), and [The Samadhi Nest](#).

Where are we?

Sister Shack is located in **Newcastle upon Tyne, North East England** and regularly hosts events at several independent venues.



Our Vision, Mission and Values

Sister Shack is a Black and Queer led activist and intersectional feminist CIC committed to social justice and community inclusion for marginalised people.

Sister Shack **amplifies, connects with, and supports** the people we work with; QTIBIPOC+, LGBTQIA+, and Global Majority communities. We are **'by and for'**, meaning that we have **lived experiences** and are a part of the communities that we work with.

Our work is driven by a deep belief in social equity, safer spaces, and community inclusion for all. For us, this means that QTIBIPOC+ and LGBTQIA+ people from the Global Majority are at the centre of all we do.

Find out more by visiting our [About Us](#) and [Who We Are](#) pages.

Vision:

Our **vision** is for a **socially just, equitable, and inclusive world** for **all to flourish and thrive**.

Mission:

Our mission is to **create safer and inclusive spaces** which **facilitate; generative dialogue, community wellbeing, and grow strength to challenge inequity and injustice**.

Find out more by reading our [Safer Spaces Policy](#) and our values (below).

Aims:

1. To centre QTIBIPOC+ and LGBTQIA+ Global Majority people in everything we do.
2. To challenge societal norms; inequities and injustices.
3. To provide safer spaces which support the wellbeing of the people we work with.
4. To provide support, guidance, and a platform for people facing marginalisation.
5. To work *with* communities to co-create a culture of accessibility.

Values:

At Sister Shack we are committed to creating a **socially just, equitable, and inclusive world** for **all to flourish and thrive**. We have several core values including: **decolonisation, education, equity, generative dialogue, inclusion, intersectionality, leadership and being response-able to trauma and wellbeing**. These values are not only ideals, and they are the principles that shape our decision making, our actions, and our impact.



Decolonisation: The histories and continuations of colonialism perpetuate long lasting social and cultural displacement, genocide, racism, economic disparities, trauma, power inequities, conflict, forced migration and environmental degradation. Our commitment to decolonisation involves critically examining and dismantling systems of power that perpetuate these inequities; this includes a commitment to anti-imperialism and anti-occupation. In practice, we strive to create spaces where QTIBIPOC+ and Global Majority knowledges, voices, and traditions are centred, respected and amplified. We have done this in a variety of events including our MOBO's Decolonising music event, our Being Me in The Music Industry with Northern Roots, Global Majority focused markets and many more.

Education: We believe that education provides us with solid foundations for liberation and empowerment. We are dedicated to lifelong learning alongside people we work with and we create opportunities for individuals and communities to access knowledge, supported learning and unlearning in safer spaces. Education should not only be about developing knowledge and awareness and it is also about putting learning into practice. We facilitate generative dialogue with the people we work with, we listen to the feedback that we receive, and we action what we learn. Our panel discussions and workshops are a good example of the work that we do to offer insight and knowledge.

Equity: We believe in equity; equality is not enough. We recognise that equality means treating everyone the same regardless of experience, ability and identity. In doing so, equality can perpetuate the very inequalities that it seeks to address. To address these disparities we must recognise our differences and target our efforts in response to the different needs, experiences, abilities, and identities of people we work with. We strive to provide greater accessibility of our work, challenge systemic inequities, and work with people who face marginalisation to create a more equitable world.

Generative Dialogue: We deeply value the power of being in generative dialogue with one another. Generative dialogue is conversations which engage people in deep and meaningful discussions which aim to create new understandings and shared meanings. Often, generative dialogue can be transformative and it can move people to action; this is intrinsic to aligning with our vision. We engage in generative dialogue through panel discussions, workshops and one to one discussions.

Inclusion: We believe in creating environments where every individual feels valued, respected, empowered, and able to participate. Whilst many of our spaces are welcome to all, we centre QTIBIPOC+ and LGBTQIA+ people from the Global Majority in all that we do. Our centring of QTIBIPOC+ and LGBTQIA+ people from the Global Majority is in response to the historic and continued impacts of systemic oppression for our communities which continuously places us at the margins. We do this with an intersectional framework when understanding marginalisation and the experiences of who we work. By growing a culture of inclusion, we aim to grow relationships which



honour the fullness of our individual and collective being, working towards a world where all can participate, and live free from exclusion, discriminate and systemic inequities.

Intersectionality*: We work within an intersectional framework which honours Black feminist activism and academia rather than erasing the histories of the people who paved the way for us. Kimberle Crenshaw coined the term intersectionality in 1991 in response to the ways in which the US legal system understood discrimination only when it applied to a perceived single identity such as race or gender, and how this impacted Black women. By doing this, Crenshaw identified how Black women face oppression that is distinct from the racism experienced by Black men and the sexism experienced by white women.

We understand that intersectionality is not solely about 'multiple identities' and it is about understanding how the systems of power and oppression interconnect and reinforce one another for those who sit at the intersections of these oppressions. Our work is grounded in an understanding that social justice cannot be achieved without understanding and addressing these intersecting systems of oppression that impact individuals and communities differently. We are committed to advocating, leading, and creating spaces and practices that account for and address these complexities with the people we work with.

Leadership: We believe that leadership is about working together, empowering one another, and taking action to create transformative change. We value lived experience knowledges in the leadership of our organisation which is Black, Global Majority and Queer led; this is evident in the choice of directors of Sister Shack. Our centring of QTIBIPOC+ and LGBTQIA+ people from the Global Majority includes encouraging confidence in individuals and communities, skill sharing, and developing a shared commitment to social justice.

Response-able to trauma and wellbeing: We value physical, mental, and emotional wellbeing which is essential for individuals and communities to flourish and thrive. We prioritise the holistic wellbeing of individuals and communities by organising events and spaces that nurture joy, love, and activism for the people we work with. We support practices that nurture physical, mental and emotional wellbeing and we promote individual and community empowerment in doing so. We always encourage people to show up as they are and our spaces are here to contain the wholeness of each of us. We recognise that collective wellbeing cannot be achieved without addressing the constant re-traumatisation of our communities and so it is important to uphold our values in order to be response-able to the systemic inequities that we face; we must address the conditions that generate trauma.



Let us know about any issues or concerns that you may have, and to provide feedback that can support us to be accountable to our vision, mission, and values. You can contact us via our email address: hello@sister-shack.com

**A note on intersectionality:* it is important to recognise that Black lesbian feminists have long worked in intersectional ways which precede this language of intersectionality and this newer language can provide us with tools for identifying and confronting intersecting oppressions. Intersectionality frameworks can be applied to understanding the intersecting oppressions which affect us in terms of racism, cisgenderism, transphobia, cissexism, sexism, classism, ableism and further 'isms'. However, the term intersectionality which was originally coined to address the racism and sexism that Black women face, has continuously been whitewashed and depoliticised by white feminism. Intersectionality must address the racism and sexism that Black women face or it is not intersectionality.

Who We Are

Our History:

Sister Shack CIC was founded in 2019 by Chantal Herbert (Tel).

Sister Shack CIC was founded to create inclusive, empowering spaces for women and marginalised genders, especially those from the Global Majority and LGBTQIA+ communities. The name "Sister Shack" reflects its grassroots, community-driven ethos: a safe and supportive space rooted in sisterhood*, solidarity, and collective care.

Originally established to amplify the work of women creatives, artists, and entrepreneurs, Sister Shack has evolved in tandem with the community it serves. Its focus, language, and approach have shifted over time - driven by ongoing conversations, listening with intention, and a deep commitment to better understanding people's lived experiences and needs.

At its core, Sister Shack centres on the voices, leadership, and well-being of those who are often excluded from mainstream platforms, particularly individuals from the Global Majority and LGBTQIA+ persons. It actively challenges systemic inequalities by creating space for joy, expression, creativity, and connection.

A key part of Sister Shack's growth has been its commitment to centring the voices, talents, and leadership of Global Majority people, recognising the systemic barriers they face and the importance of reclaiming deserved space, visibility, and opportunity.



Today, Sister Shack continues to host events, workshops, and initiatives that celebrate creativity, culture, identity, and social change, always rooted in community and led by a strong ethos of equity, care, and connection.

***Sisterhood in Black terms is a deep bond characterised by mutual support, shared cultural understanding, and collective resilience in the face of societal challenges like racism and sexism. It creates a safe, affirming space for celebrating Black identity, offering mentorship, and fostering community through shared experiences, humour, and action. This powerful connection is rooted in ancestral traditions of communal support, providing a vital source of strength and empowerment.**

Meet the Directors:

You can find Director details [here](#).

Acronyms explained:

CIC: Community Interest Company. Find out more [here](#).

QTIBIPOC: Queer Transgender Intersex Black Indigenous People of Colour. A term used to recognise the intersections between race, gender, sex, sexuality and Queer politics.

Global Majority: a term used to recognise that Black, Asian, and Brown people of African, Asian, Caribbean, Indigenous, dual and mixed heritages are the largest global population. The term Global Majority responds and resists the idea that we are a 'minority' and it can be used to promote solidarity.

LGBTQIA+: An acronym used to describe people who are Lesbian Gay Bisexual Transgender Queer Intersex Asexual +. The plus is used to represent identities which are not specified in this acronym.

Lesbian: an attraction to people who are not cisgender men, including an attraction to trans and non-binary people, women, femmes, butches, and women-aligned individuals. Trans lesbians are lesbians.

Gay: people who are attracted to people of the same gender.

Bisexual: people who experience attraction across multiple genders.

Transgender: an umbrella term to describe people who have a gender identity which differs from the gender they were thought to be at birth.



Queer: an umbrella term used within the LGBTQIA+ community. The term has and continues to be used by cisgender and heterosexual people as a slur, and so not every LGBTQIA+ person uses this term. There are LGBTQIA+ people who reclaim the term Queer. Some people may use the term to describe their experiences of sexual orientation and gender. Individuals and communities may also use the term Queer as a political term to challenge historical and ongoing binary social norms.