



SO, YOU WANT TO BE AN ANTIRACIST?



This Factsheet is a quick guide for you if you're new to anti-racism work.

This has caught your attention because you are a manager or a leader and care about social justice but also team inclusion.

You want to create a safe and empowering work environment for all your staff no matter their ethnicity.

You want all your staff to thrive and feel that they are valued. But this is easier said than done.

Often, leaders want to create an Antiracist organisation but are not really aware where racism comes from or why it persists in communities and organisations.

Race is what creates racism.

This is why throughout my online courses I help you to Understand Racism before moving into Antiracism work.

Because you can't fix a problem you don't fully understand.

Racism causes serious health impacts, it's ongoing effects can be very traumatic for the victims.

So, asking friends who may have been impacted by racism, but aren't experts in this field to 'teach you' about racism, can be counterproductive. Most of them will have lived-experiences of racism and although they have good-insights into what they are experiencing, this doesn't make them an "expert" to teach others about racism.

Also, asking racialised friends to teach you about racism may trigger racial stress in them. Being anti-racist is about reducing harm.

Teaching you about racism is not their responsibility.

Let me illustrate this in an example to explain the difference between someone who is impacted by racism and a 'racism expert':

Research tells us that most of us will know someone that has a mental health issue. Having a Mental Health issues does not make you an expert in Psychology. If we are discussing Mental Health issues in society, we would ask a Psychologist or Psychiatrist to provide expert advice in the discussions. Discussing traumatic events or other triggers with people who are experiencing mental health issues can further impact their health.

This is the same when it comes to racism.

This Factsheet sources from my own research into "the role of race in workplace racism" and in communities around the world.

This is a Factsheet. It is by no means exhaustive. It is designed to help you navigate the start of your Anti-racism journey.

Anti-racism is not a tick box tool to satisfy organisational goals. See it as lifelong practice that requires both knowledge, listening, considered action, vulnerability, on-going self-interrogation and loads of courage.



Mind your language.

Certain words are derived from systemic oppression that have racist undertones, so they are highly offensive, and inappropriate to describe a Black person and their communities.

- Nigger
- Monkey
- Half-breed
- Darkie
- Wog
- Coloured
- Negro
- Half-caste
- Coon
- Niglet

Understanding Racism is the first step.

The lack of understanding racism is the problem. The systems that govern our society have been created to keep others on the side of disadvantage. That is racism. So, naturally if you are serious about changing the narrative to do better and help move others from the perpetuate disadvantage, then it's important to understand the history of how those systems were created.

This is why I say Understanding racism is the first effective step to knowing what to do about it.

We are not bad people, but why do many people fail to try and stop racism?

You may often feel frozen by fear resulting in not taking action at all.

I get it. It's not easy!

- Fear of saying the wrong thing or simply not knowing enough.
- Fear of causing offence.
- Fear of getting it wrong.

Using my lived-experiences as a Black woman together with research into *"the function of race in workplace racism"* I have created these online short courses to help start your Anti-racism journey.

Understanding Racism Courses.

Please visit my website to get started. For further details about online courses on Understanding Racism so you can move onto Anti-racism.

There are three (3) separate courses, I recommend you complete all three.

They are:

- [Understanding Racism 1](#)
- [Understanding Racism 2](#)
- [Understanding Equity](#)

Once you have completed these three courses you can begin your Anti-racism training with success!!

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