

# ADVOCATING FOR ANTI-RACIST PRACTICES IN YOUR WORKPLACE

## DESCRIPTION:

Many companies have acknowledged the need to integrate anti-racist practices into their workplaces, but what does that mean and how can you advocate for initiatives that actively work against racism within your company?

This workshop offers a place to start your plan toward direct action.

It will offer frameworks for further understanding racism and anti-racism. It will provide space and guidance for brainstorming, and it will explore some of the common challenges associated with integrating anti-racist practices into your workplace along with approaches and practical tips to help you overcome those challenges.

## CENTRAL QUESTIONS:

1. What is racism? What is anti-racism?
2. Why is it important to bring these concepts into the workplace?
3. What frameworks can we use to conceptualize anti-racist practices?
4. What challenges might we run into as we incorporate anti-racist practices into our workplace and how do we overcome them?
5. What resources can we use to further support our anti-racist efforts?

## OBJECTIVES:

*By the end of this session, you will have:*

- Deepened your understanding of the structural nature of racism and of how to approach anti-racism
- Learned a framework for conceptualizing racism, anti-racism, and anti-racist practices across every facet of your company
- Gained suggested practices to share with your employer along with resources and recommendations for further reading
- Created a plan of advocacy for anti-racist practices in your workplace

## DURATION:

1.5hrs or 3hrs



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