RACISM AT WORK

How Organisations Can Stand Up to and End Workplace Racism

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and pay our respect to the Custodians of this land, Elders, past present and emerging.
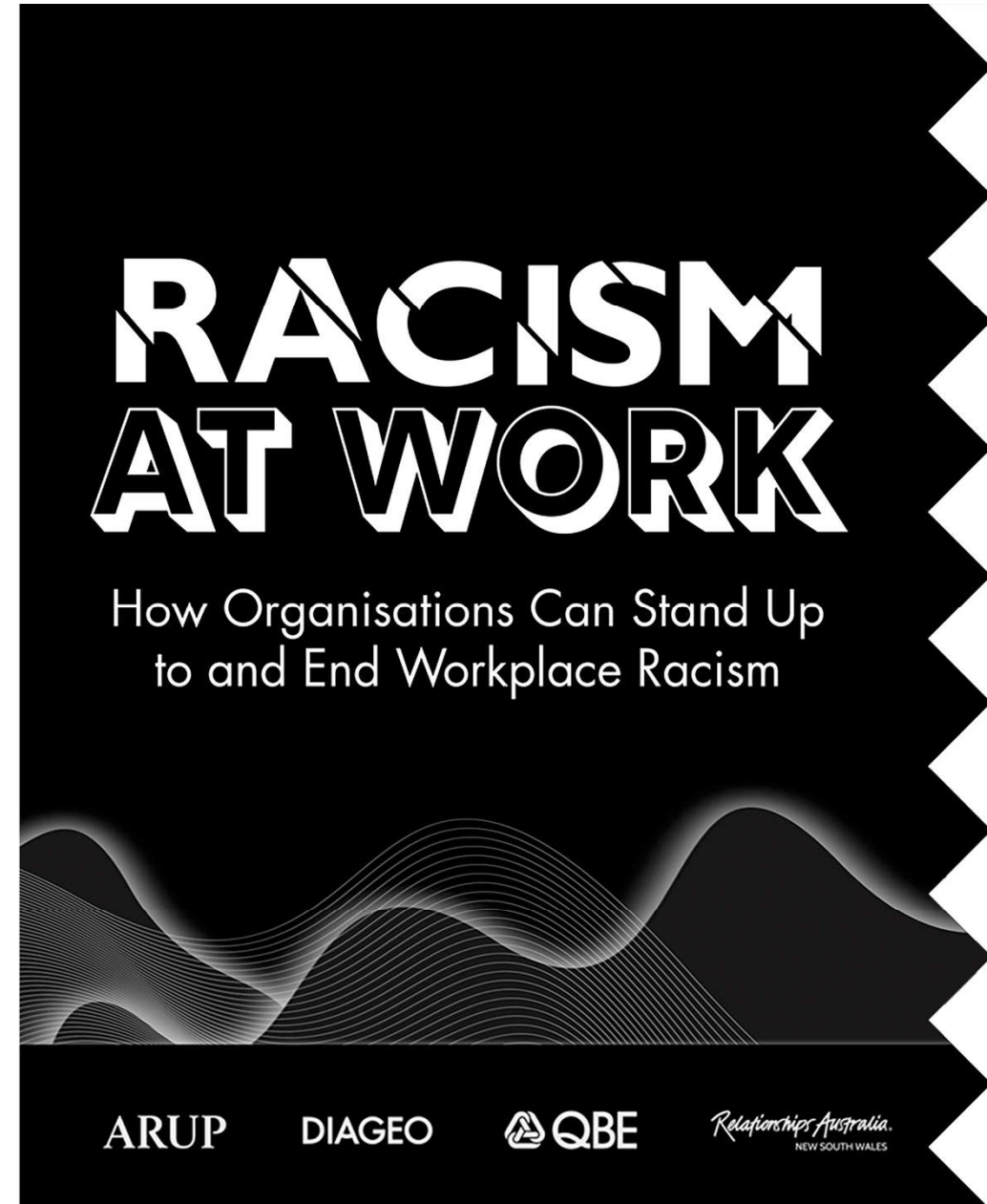
We acknowledge the many Aboriginal and Torres Strait Islander peoples who have made an important contribution to this land and community and continue to do so.

Artwork provided by Aboriginal artist from Goreng Goreng Country, Rachael Sarra.
Please view DCA RAP for more information at https://www.dca.org.au/about-dca/our-rap

Overview

- Background: Why did DCA write this report (on racism not cultural diversity)

- How – our research method

- Content:

  - Understanding racism

    - Unpacking racism – what is it?

  - Undoing racism

    - why anti-racism needs to be on the agenda for organisations.

    - Which anti-racism – DCA's framework (practical guidelines)

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ABOUT DCA

The independent not-for-profit peak body leading diversity and inclusion in the workplace.

Research, events, resources and expert advice across all diversity dimensions to member organisations.

Over 1,200 members, estimated to employ nearly 2 million Australians, representing up to 20% of Australian workforce.

CONTEXT

Why did DCA write a report on racism?

Putting Racism on the Table

OUR METHOD

- Past DCA research on racism in the workplace
- Literature review (academic and industry approaches used to address racism in the workplace)
- Racism at Work survey (nearly 1600 respondents)
- Expert panel

UNDERSTANDING RACISM

- So, why is racism so hard to understand (for some of us)?

- Why is it so hard to talk about?

Foundational principles for understanding racism (and for anti-racist

WHAT IS RACISM?

Racism is when an individual or organisation **with race-based societal power** discriminates, excludes, or disadvantages a racially marginalised person because of their race, colour, descent, nationality, ethnicity, religion and/or immigrant status. Racism can be unconscious or conscious, active or passive, obvious or subtle.

What is racism?

Specifically, there is *interpersonal racism*, which is individuals' beliefs, attitudes, and actions that discriminate, exclude, or disadvantage people from racially marginalised groups.

There is also *systemic racism,* which is organisations' policies, procedures, and practices that directly or indirectly discriminate, exclude, or disadvantage people from racially marginalised groups.

TO UNDERSTAND RACISM…

Centre the voice of people with lived experiences

They know what racism is and can identify it.

For people who do not experience racism, racism is hard to understand as a concept, let alone as other people's lived realities.

UNDERSTANDING ANTI-RACISM

Eradicating racism requires more than just passively claiming to be non-racist – it requires anti-racism. That means actively standing up to and challenging racism.

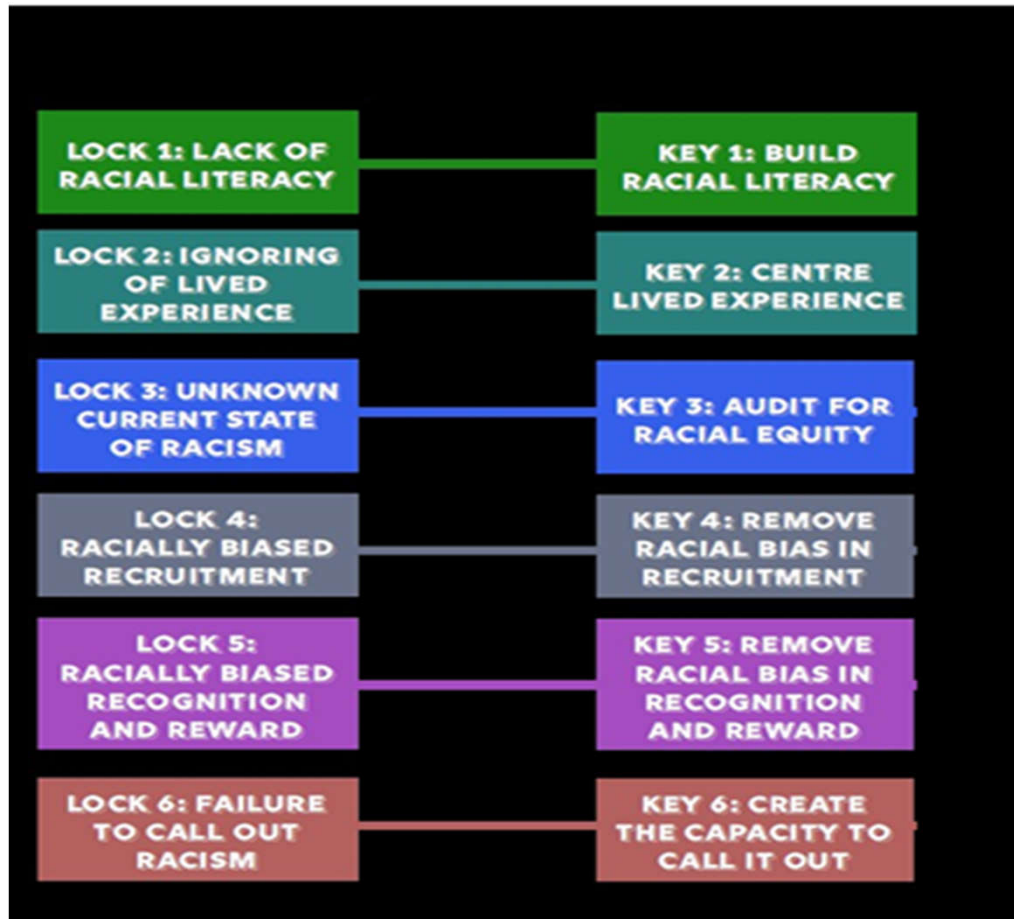**NON-RACISM ≠ ANTI-RACISM**

THE CASE FOR ANTI-RACISM

ACTION

1. Racism harms racially marginalised people

2. Aligns with Ethical and Social Responsibility

3. Promotes Equality

4. Creates a Better Workplace Culture

5. Reduces Legal and Reputational Risks

6. Fosters Innovation and Creativity

DCA'S FRAMEWORK FOR ANTI-RACISM

Practical guidelines for embedding anti-racism in Australian organisations

UNDOING RACISM
CALL TO ACTION 1

IT ALL STARTS WITH YOURSELF!

- Reflect (reflexivity)
- Ask yourself:
    - How does my racial identity affect my life?
    - How do other people's racial identity affect their lives?
- Develop a racially conscious mindset

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KEY 1
Build racial literacy

UNDOING RACISM
CALL TO ACTION 3

IF WE DO NOT CALL IT OUT, WE CANNOT EXPECT RACISM TO END

- Is it that simple?
- Reflect on the following key question: Why am I not calling out racism?
- How do we call out racism?

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KEY 6
Create the capacity to call it out

QUESTIONS

THANK YOU