

# **Anti-Racism Webinar**

## **Exploring Becoming Anti-Racist**

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**June 2023**

## Purpose and objectives

The purpose and objectives of this session include being able to:

- Explore the role each of us have in ensuring we do not ask those who bear the weight of discrimination to also repeatedly relive trauma in order for us to learn, e.g. how often we ask others to step into the vulnerability of sharing lived experience
- Consider what anti-racism means for each of us as an individual
- Reflect on how we show up with ourselves and others in anti-racism
- Explore what being anti-racist means for us in our respective professions/lives
- Take away ideas to build anti-racism into our day-to-day lives and work
- Access to resources to support our next steps

Organisational Design and Development looks to understand Anti-Racism from a whole system perspective including:

- Structures
  - Systems
  - People
  - Leadership
  - Culture
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- Reflecting on **People** – we can be curious about who we ask to step into the vulnerability of sharing lived experience and what we demonstrably do with what we learn
  - How have we developed our understanding of what being anti-racist is? – we know it is about more than not being racist – have we asked ourselves: what does being anti-racist mean to me?
  - How often have we thought about and shared our experience of becoming anti-racist?
  - On the next slide, we can have a look together, at a model built to help us reflect on where we are, individually, in *Becoming Anti-Racist*



Individually:

- Reflect honestly on where you are on the path to becoming Anti-Racist
- Consider what you would honestly like to offer and what you honestly need to learn to move forwards in becoming Anti-Racist
- Highlight, on your own, where you are on Becoming Anti-Racist and what this might mean in terms of support you want from and with each other

- The point of this exercise is to:
  - ensure we can continue working authentically in this space
  - understand where we are and therefore what we might need in order to get to where we want to be on being anti-racist ourselves
  - grow confidence to share our stories of becoming anti-racist, enabling us to connect through vulnerability with those we ask to share their lived experiences
  - identify where our privilege and platform is so we can use it to make the changes needed for anti-racist behaviours and mindsets to emerge
  - reflect on what we generally listen to, watch and read – what we expose our hearts and minds to that helps us learn and encourage growth
  - strengthen our assurance that if being anti-racist is coming from us individually, we are more likely to succeed with our collective ambitions to live and work in an Anti-Racist Wales

***“When we identify where our privilege intersects with somebody else’s oppression, we’ll find our opportunities to make real change”***

**Ijeoma Oluo - Author**



**Initial thoughts or questions**

### **In smaller groups**

### **Reflecting on the presentation discuss:**

- **What immediate difference could you make from today?**
- **What difference could you influence within the next 6 months to ways of working?**



**Using the chat bar function, please state any key headlines from the session you want to share with those who have been unable to come along today**

**During this time please also share any final thoughts or questions you have about the session and or small group discussions**

**Take away resources**

## Resources to support us in Becoming Anti-Racist

There are many excellent resources to support us, here are just a few (these come with trigger warnings as discrimination experienced are referenced and discussed in all):

### • Listen:

- Fighting racism against Gypsies, Roma and Travellers: <https://open.spotify.com/episode/22hKpsiMGak4lme3v4bP1n?si=Q1u6sxfbQFCuzTq-QdIH4Q> with Professor of Social Policy and Community Engagement **(45mins)**
- Journey of an Anti-Racist Social Worker: [https://open.spotify.com/episode/6ulFRLjQnQwHVZC8pFpyXv?si=hBZnHTdGTvKP4\\_Fsc9tkug](https://open.spotify.com/episode/6ulFRLjQnQwHVZC8pFpyXv?si=hBZnHTdGTvKP4_Fsc9tkug) with Shantel Thomas BASW **(48mins)**
- Uncomfortable Coalitions: <https://open.spotify.com/episode/48ma9XIAaJWF0PdhMZTtOk?si=hrbQtiSrSp-oC2-enrHYbw> with Shereen Daniels Advancing Racial Equity 4.0 **(20mins)**

### • Watch:

- <https://youtu.be/9FnRXSwW5sM> : Neges Heddwch ac Ewyllys Da 2023: Gwrth-hiliaeth | #AntiRacism: 2023 Urdd Goodwill and Peace Message - Cardiff University students Call to end Racism **(1mins 27s)**
- <https://youtu.be/axzNnGDFpmo> 'It All Adds Up' Student Commission on Racial Justice **(3mins 35s)**
- ['Racism. It Stops With Me': Australian Human Rights Commission launches campaign – YouTube](#) Australian Human Rights Commission **(3mins 35s)**

### • Read or Listen:

- The Good Ally by Nova Reid **(approx.13hrs 30mins)**
- White Privilege Unmasked by Judy Ryde **(approx.7hrs)**
- Natives by Akala **(approx.10hrs)**

## **Anti-Racism in action:**

**“One who is expressing and idea of racial equality, or is actively supporting a policy that leads to racial equity or justice”**

**Ibram X. Kendi**



**Thank you**