

‘Building the Anti-Racist Institution’

**Diversity and Inclusion Conference
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RACISM=POWER + PREJUDICE

Racism exists on an individual level but more importantly, racism exists in the institutions and structures of our society.

Racism is not a feeling or emotion. It is a way of thinking, creating and implementing policies and laws that provide privileges to some people that are non-existent to others.



The Full English

Commit to sustained action, visible leadership and a willingness to change by:

- **Reviewing systemic racism that exists in workplaces to be challenged and removed**
 - Tackling the root cause of racism**
 - Creating and facilitating a safe environment for Black colleagues to be heard**
 - Having bold and honest conversations with all staff**
 - Developing values in an inclusive way**
 - Embedding diversity and inclusion across HR activities**
 - Reviewing Recruitment and Selection processes to reach a more diverse candidate pool**
 - Putting in place support systems to ensure everyone can reach their full potential**
 - Taking legal advice on pursuing racial discrimination claims against employers**
 - Creating safe places for all employees if they need support**
 - Creating spaces to discuss racism as professionals**
 - Building racial literacy and resilience for HR people to talk about racism**
 - Actioning policies around bullying and harassment in the workplace**
 - Having representatives from the black community at the table**
 - Implementing self-awareness and personal development for individuals in the workplace**
 - Providing education on white privilege**
 - Actioning the influence and the education of senior teams and colleagues**
 - Becoming an ally to minoritised groups**
 - Being an active anti-racist activist at work and beyond**

It is not enough to say “I’m not racist”

‘One either allows racial inequities to persevere as a racist, or confronts racial inequities, as an antiracist’

Ibram X Kendi 2019 (‘How To Be An Antiracist’)

THANK YOU