

4 STEPS TO CREATE AN ANTI-RACIST WORKPLACE

When we choose to be anti-racist, we become actively conscious about race and racism

1 EDUCATE YOURSELF ON RACISM AND PRIVILEGE

You might have had a really unfortunate life as a White person, but whatever problems you have experienced, the colour of your skin is not an issue for you and you won't be treated differently because of this.

You could start to think about why some people's lives are harder than they should be. Try talking to people of different races and cultures, reading books and watching films that relate to anti-racism.

If you need a helping hand, you can request a resource list by emailing EDI@creativesupport.co.uk

2 BE EMPATHETIC

If you work with Black people and People of Colour, then it's important to be aware of certain aspects of racism happening in our society (such as George Floyd murder, Diane Abbott racist attacks, and individual experiences of racism)

How could these issues negatively impact someone's work and mental health? It's important to have open conversations about race and racism and check in with our staff and colleagues.

3 PRIORITISE ANTI- RACISM AT WORK & BE AN ACTIVE ALLY

Being anti-racist means acknowledging and understanding your privilege, and having the responsiveness to interrupt racism when you see it.

You can actively call out racism without any Black people or People of Colour being present and it doesn't always have to be confrontational.

4 ASK QUESTIONS

Asking questions is a powerful way to get the conversation started.

Here are some suggestions of how you can ask questions when you spot racist behaviour or microaggressions, without having to be confrontational.

- **Offer an alternative perspective**
'Have you ever considered...'
- **Speak your truth**
'I don't see it the way you do, I see it as...'
- **Look at compromise**
'We don't agree on...but we can agree on...'
- **Give yourself time**
'Could we revisit the conversation about...tomorrow/ later today/after we have finished with...'
- **Set boundaries**
'Please don't say...again around me because...'