

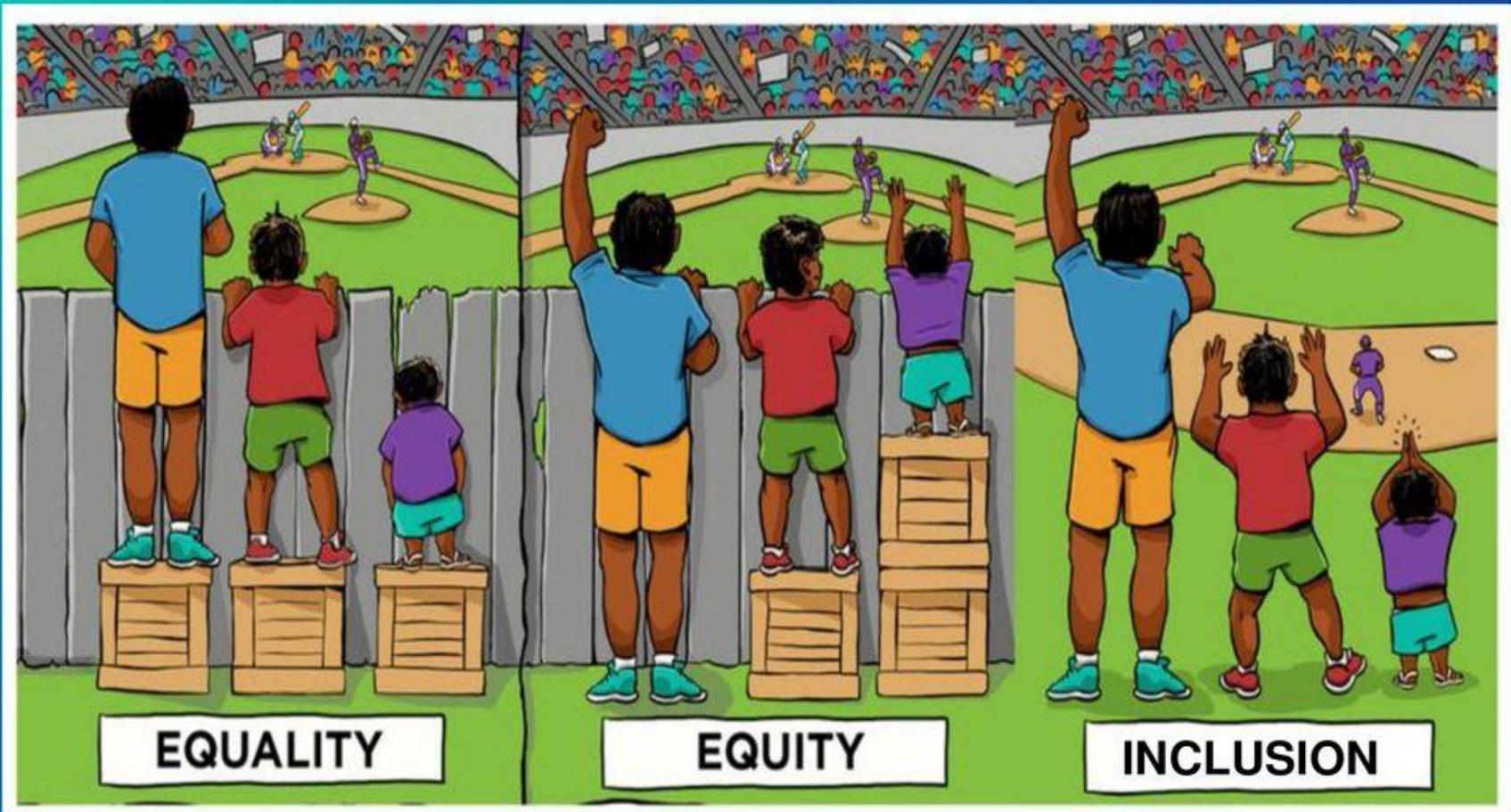
Anti-racism. Conversations in the workplace

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Essex County Council

CONTEXT: Equality vs. Equity vs. Inclusion



Objectives

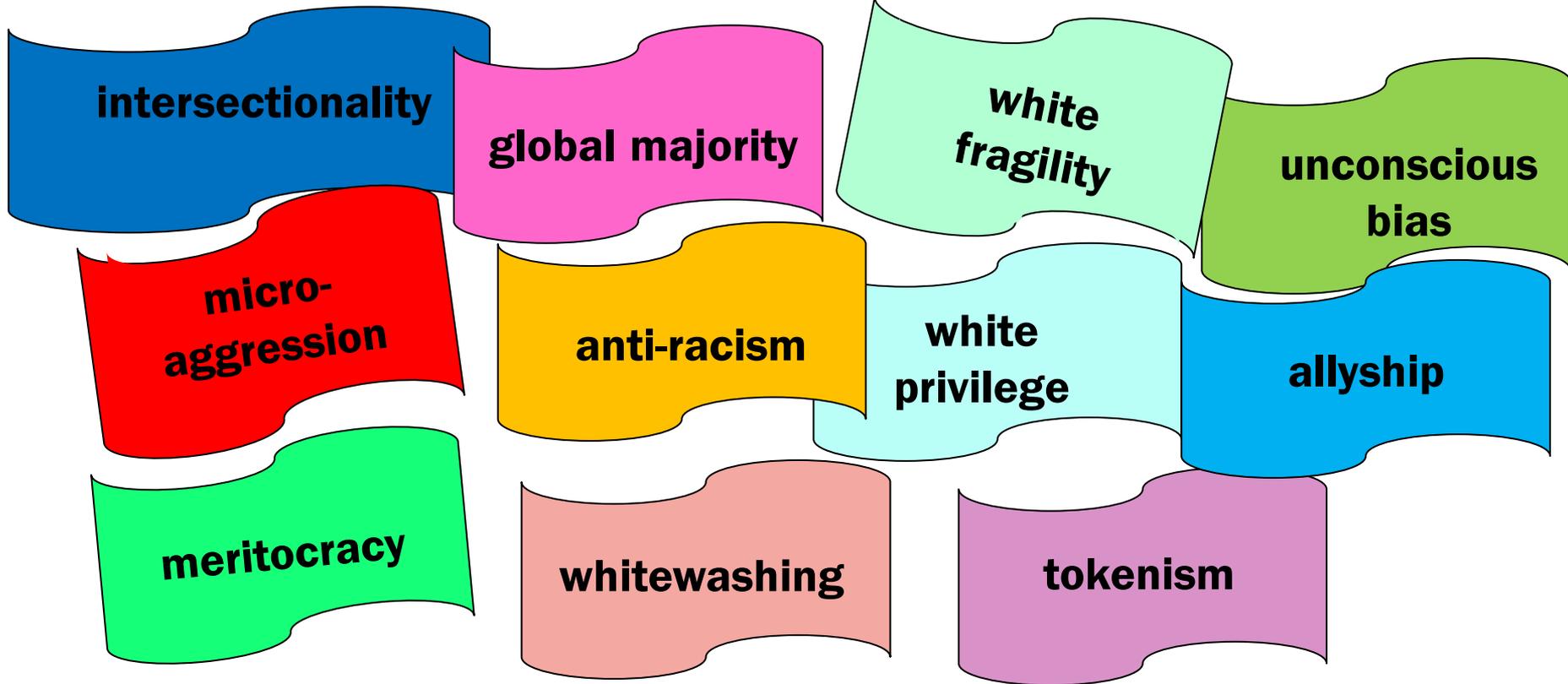
To improve your level of awareness and understanding so you can spot signs of discriminations and racism within your own role.

To share experiences and positive outcomes to ensure that we have a racially-friendly working environment for all.

To increase your confidence of working in an anti-racist way.

Introduction

What is your understanding of these terms?



Non-racist and anti-racist

Is it enough being non-racist?

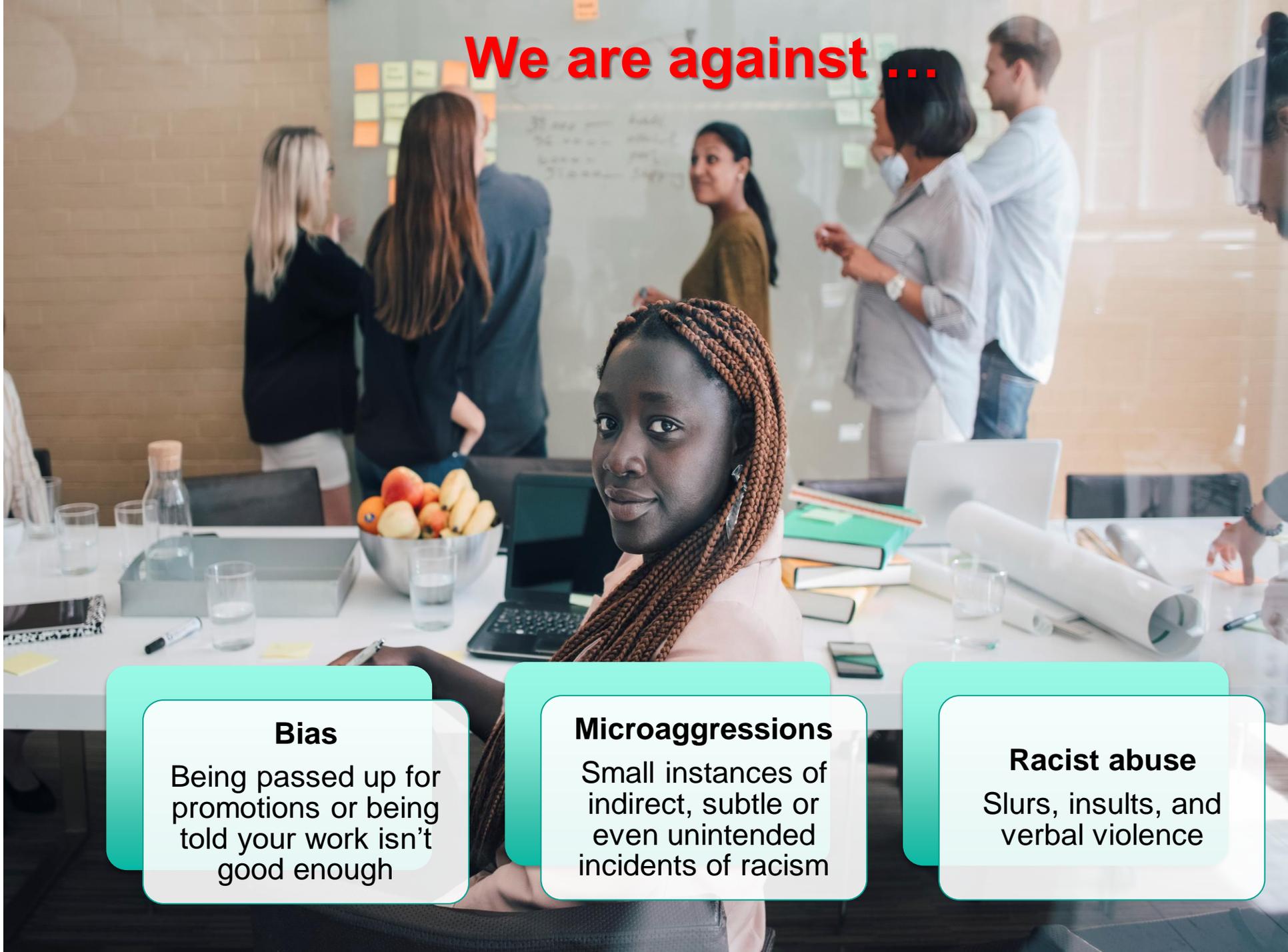


What is anti-racist practice and how this look like in action?

NOT-RACIST V ANTI-RACIST: WHAT'S THE DIFFERENCE? - BBC BITESIZE



We are against ...



Bias

Being passed up for promotions or being told your work isn't good enough

Microaggressions

Small instances of indirect, subtle or even unintended incidents of racism

Racist abuse

Slurs, insults, and verbal violence

We are for...



Be an ally



Speak up



**Have courageous
conversations**



Questions?

