

Antiracist workplace

What can each of us do?

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Who has the power to influence things?

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We all have power

Power isn't something that only people with power have. We all have power when we interact with each other in our everyday lives.

- There's power in words, images and body language.
- The most important thing is to recognize the power you have.
- The next step is harnessing your power and using it to dismantle inequality.

What is a workplace for everyone like?

A workplace where people are equal and safe to each other. All workplace community members have equal opportunities, the same amount of space, respect and representation.

Use your opportunities to make a change

Everyone can do their part. Here are a few examples:

- Fill in workplace satisfaction questionnaires and use them to ask for antiracism education.
- Suggest your workplace adopts an anonymous or at least partially anonymous recruitment process.
- Demand that the management at your workplace implement a clear process for intervening in racism.

Principles of a safer space
help members of the
workplace community

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The three main principles of a safer space

The right to be who you are and the way you are.

The absolute right to self-determination and bodily and mental integrity.

In case the aforementioned rights are violated, the workplace community is committed to offering support, taking racist situations seriously and handling them safely.

Support and resources for emotion work provided by the workplace

People who have been a target of racism must receive support from the workplace community members so that they don't have to face alone the possibly negative consequences caused by intervening in racism.

People who are guilty of racism, whether unintentional or not, must also receive support from the workplace community members when they deal with the emotions stirred by their actions.

The two levels of racism

The effect of racist speech or a racist act on the emotions of an individual.

The effect of racist speech or a racist act on the workplace and on a larger scale, on society.

A process for intervening in racism in the structures of the workplace

A process for intervening in racism that has been drawn up carefully will prevent situations from escalating to exorbitant proportions.

Don't be lulled into thinking that IF there's racism, you'll come up with a solution WHEN it happens. Racist acts are being committed as we speak, so you need to agree now on how they will be dealt with.

Equality, not tolerance

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Tolerance is exercise of power that maintains inequality

Tolerance and discrimination have one thing in common: a negative attitude towards the target, although tolerance prevents people from acting on the attitude.

Human rights and whether they're respected mustn't depend on meeting people who are "tolerant enough." Furthermore, tolerance is always conditional, and it can be pulled away at any time.

Tolerance is a lousy starting point
and an even lousier goal. Equality,
on the other hand, is
unconditional and untransferable.

THANK YOU

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