

# UNDERSTANDING ANTI-RACISM AT WORK

## Advancing anti-racism in Australian organisations

In Australia, racism remains a contentious topic. Discussions of racism are often silenced through denials, deflections, and minimisations. Often, 'culture', cultural diversity or cultural responsiveness are preferred topics instead.

As a result, many people are uncomfortable talking about racism, they do not know what racism is and how it may look in the workplace, let alone know how to have conversations about racism or ending it at work.

This knowledge program is a three-module evidence-based program informed by DCA's landmark research on racism. It aims to advance anti-racism and foster racially safe and inclusive Australian organisations by equipping participants with the skills, knowledge, and resources to talk about racism at work, understand and identify what it looks like, and how to end it (i.e., build anti-racist organisations).

## Learner Profile

This program is suitable for employees in any organisation and organisational level, regardless of prior subject knowledge. The program is designed for the same cohort to complete all modules as a group.

## Facilitators

Delivered by DCA facilitators with lived experience and subject matter expertise of racism.

Our current Racism At Work facilitators include:

- *DCA Facilitator*, Sheetal Deo
- *DCA Facilitator*, Manjusha Merrymaker
- *DCA Member Education Director*, Dr Virginia Mapedzahama

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## Contents

Modules 1 and 2 are two-hour sessions, and Module 3 is a 90-minute session.

DCA delivers all modules sequentially as they are designed to move participants from introductory to advanced content on racism and anti-racism. Module 1 must be completed at least one week before Modules 2 and 3.

## Module 1 – Talking about racism at work

**Overview:** This module introduces participants to the language of racism and how to have racial dialogues at work.

Topics covered include:

- Understanding one's own racialisation and what this means for experiences at work.
- What race-talk is and how it is different from other patterns of speech (such as cultural diversity).
- Why we need race-talk (the business case for racial dialogues).
- How to engage in racial dialogues.

## Module 2 – Understanding racism at work

**Overview:** This module is intended to build or advance participants' racial literacy by exploring the topics below in detail.

Topics covered include:

- What racism is and exploring the challenges in defining it.
- Why we need to have nuanced understanding of racism.
- What can racism look like in the workplace.
- Debunking some common misconceptions, denials, deflections and minimisations about racism at work.
- Why and how voices of racially marginalised people should be centred when talking about racism.

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## Module 3 – Understanding anti-racism

**Overview:** This module focusses on unpacking what anti-racism looks like in Australian organisations.

Topics covered include:

- Exploring what anti-racism is.
- How anti-racism differs from non-racism and why this is important for organisations.
- The business case for anti-racism.
- DCA's tool for organisational anti-racism (locks and keys).

## Interactive activities

This program includes videos + de-briefs, group discussions and self-reflection activities.

## Pricing and Format

### DCA Member rates (incl. GST):

Delivery Method	Program duration	Price (max of 30 participants)
Face-to-Face	5.5 hours	\$10,000
Virtual	5.5 hours	\$8,500

### Non-Member rates (incl. GST):

Delivery Method	Program duration	Price (max of 30 participants)
Face-toFace	5.5 hours	\$14,500
Virtual	5.5 hours	\$13,000

## Face-to-Face Programs

Facilitators are available for local Face-to-Face programs in Sydney and Gold Coast/ Brisbane. Intra/Interstate programs may be scheduled by arrangement. All costs incurred by DCA for travel will be reimbursed to DCA by the booking organisation.

## Participant Surcharge

To encourage maximum learner participation, we recommend limiting groups to no more than 30 per program. Up to 10 extra employees can attend a virtual program, however, this incurs an additional participant surcharge of \$1,500.00 incl. GST.

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## Director Surcharge

For Member Education Director Virginia Mapedzahama to facilitate, this incurs an additional director surcharge of \$1,500.00 incl. GST.

## Program Discount

Organisations booking 5+ programs are entitled to 10% discount on program fees.

The Racism At Work program (including 3 modules) counts as one program.

## Program FAQs

See our DCA [Knowledge Program FAQs](#) for more information.

## Next Steps

**To request a follow up contact:** Please complete our [program EOI form](#). Alternatively, email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

**For bookings:** Please contact DCA's Education Programs Coordinator, Joel McCarroll – email [joel@dca.org.au](mailto:joel@dca.org.au) or phone 02 7209 9083.

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## FACILITATOR BIOS

### ***DCA Facilitator – Sheetal Deo***

Sheetal Deo (she/her) is passionate about leveraging platforms and privilege to connect ideas, people and opportunities that amplify and empower underrepresented experiences. Sheetal has a Bachelor of Arts degree in philosophy and political science from the University of the Fraser Valley (Canada), and a Juris Doctor, Master of Laws and Graduate Diploma of Legal Practice from Bond University (Australia).

Sheetal incorporates her political and social science training in her advocacy for equity & accessibility. She is the Principal and Founder of Shakti Legal Solutions; an award winning innovative low-bono law firm designed specifically to improve access to legal assistance for everyday people through a unique, 'pay what you can' model.

In addition to her work with the Diversity Council of Australia, Sheetal works with the College of Law as an adjunct lecturer, offers private and bespoke trainings and keynotes with her own diversity and inclusion consultancy (The Diversity Collective) and volunteers her time on various not-for-profit organisations and boards, including the Centre of Legal Innovations Emerging Leaders Advisory Board and the Queensland Law Society where Sheetal is the first woman of colour to serve on its Council in its 150 year history.

Sheetal was awarded the 2022 Multicultural Queensland Awards for her outstanding contribution as a new Queenslander.

### ***DCA Facilitator – Manjusha Merrymaker***

Manjusha helps leaders to navigate through the complexities of diversity, equity and inclusion (DEI) considerations so that they get clarity on the strategy, processes and behaviours required for meaningful impact and outcomes.

She guides organisations to work from their current state, identify gaps and co-create adaptable solutions through contextualising strategy and practices aligned to the organisation's Purpose, Vision and Values. She partners with organisations that prioritise people and a sense of belonging along with profit.

Her expertise includes Board roles establishing DEI portfolios, inclusive policies and practices, cross-cultural communication and advising on strategic considerations.

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Her focus on engaging diverse demographics such as culturally and racially marginalised and People of Colour, LGBTQ, Women, First Nations and Ageing populations in strategic conversation and solution generation effectively and respectfully address challenges and meet their needs to work towards equitable experiences.

An experienced translator of intersectional insights and data to people with varying levels of DEI awareness, Manjusha is also passionate about creating thriving cultures through somatic leadership, consultation, 1:1 and group coaching.

## ***DCA Member Education Director – Dr Virginia Mapedzahama***

Dr Virginia Mapedzahama (PhD, Sociology) is the Member Education Director at Diversity Council Australia. She is a first-generation Black African migrant woman and a critical race Black feminist scholar in the broader field of sociology of difference.

Her research interest is in understanding the social construction of all categories of difference. She explores this interest in the context of subjective experiences of race, racism and ethnicity, migration, diaspora, Blackness and Black subjectivities, sexuality, hybridity, intersectionality and gendered violence.

Virginia has published extensively in these areas as well as the broader fields of cross-cultural identities, African feminisms, post-colonial feminisms, the new African diaspora in Australia and African women diaspora.