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 from 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 with racism.

Our current facilitators are:

Dr Virginia Mapedzahama, DCA Scholar in Residence and Director of Special Projects

Sheetal Deo, DCA Education Director

Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

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. We recommend having at least 1 week between Module 1 and Modules 2 & 3.

Module 1: Talking about racism at work

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

This module is intended to build or advance participants' racial literacy by exploring the topics below in details.

Topics covered include:

- What racism is and exploring the challenges 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

Module 3 – Understanding anti-racism

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)

Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	5.5 hours	**$10,000**	$14,500
Virtual	5.5 hours	**$8,500**	$13,000

To encourage maximum learner participation, we recommend limiting groups to no more than 30 per program. Up to 10 extra employees can attend for an additional participant surcharge of $1,500 per program.

*All pricing is GST inclusive.

Bulk Booking Discount

Organisations booking 5 or more programs are entitled to a 10% bulk booking discount on programs fees. The Understanding Anti-Racism at Work programs (including 3 modules) counts as one program.

Next Steps

To send through an expression of interest: please complete our program EOI form. Alternatively email workshops@dca.org.au or phone 02 8014 4300.

Program FAQs

See our DCA Knowledge Program FAQs page for more information.