

# ANTIRACISM AT WORK WORKBOOK



THE  
ANTIRACISM  
COURSE  
WITH SELAM DEBS

# ANTIRACISM AT WORK

## WORKSHOP

### LESSON HIGHLIGHTS

#### WHERE WE'RE AT NOW:

- INEQUITABLE RECRUITING AND HIRING PRACTICES
- LACK OF REPRESENTATION
- TOKENIZATION
- DAILY RACISM AND HARM
- NO POLICIES OR PRACTICES OF ACCOUNTABILITY
- WHITE CENTERING
- PERFORMATIVE ALLYSHIP

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

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### LESSON HIGHLIGHTS

#### WHERE WE'RE AT NOW:

- BLACK, INDIGENOUS AND RACIALIZED EMPLOYEES, CUSTOMERS, PARTNERS AND COMMUNITIES ARE HARMED BY:
- HAVING TO CODE SWITCH
- BEING ASKED TO EDUCATE COLLEAGUES
- BEING TONE POLICED AND DAILY MACRO-AGGRESSIONS
- FEARFUL OF SHARING THEIR EXPERIENCES OF RACISM
- FEELING EXHAUSTED & DISHEARTENED
- IMPACTS ON MENTAL HEALTH & WELL-BEING
- HOMOGENOUS WHITE COLONIAL WORKSPACES PERPETUATING THE STATUS QUO

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

## REFLECTION:

1) WHAT IS YOUR WHY?

2) WHAT IS THE CHANGE YOU WANT TO MAKE IN YOUR WORKPLACE?



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### LESSON HIGHLIGHTS

#### WHAT ARE YOU MOTIVATED BY?:

- ARE YOU LOOKING TO BE "PERCEIVED AS GOOD"?
- ARE YOU MOTIVATED BY FEAR?
- ARE YOU MOTIVATED BY WHITE SAVIOURISM?
- ARE YOU MOTIVATED BY VALUES & PRINCIPLES?
- HAVE YOU BOUGHT INTO ASSIMILATION?

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

## REFLECTION:

1) WHAT ARE YOU AND YOUR ORGANIZATION MOTIVATED BY?

2) ARE YOU AND YOUR ORGANIZATION FOCUSED ON INTENTION OR IMPACT?



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### LESSON HIGHLIGHTS

#### WHAT ARE YOU CURRENTLY DOING TO COMMIT TO ADDRESSING?:

- ANTI-BLACK RACISM
- ANTI-INDIGENEITY
- ANTI-ASIAN HATE
- RACISM AND ERASURE WITHIN THE 2SLGBTQ+ COMMUNITY
- ISLAMOPHOBIA & XENOPHOBIA
- WHITE SUPREMACY AND COLONIALISM

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

## REFLECTION:

1) IF YOU ARE WHITE OR WHITE PASSING, HAVE YOU PERSONALLY ADVOCATED FOR CHANGE? WHY OR WHY NOT?

2) IF YOU ARE A BLACK, INDIGENOUS OR RACIALIZED PERSON, DO YOU CURRENTLY FEEL SEEN, HEARD, UNDERSTOOD AND REPRESENTED IN YOUR WORKPLACE? WHY OR WHY NOT?





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### LESSON HIGHLIGHTS

#### DO NOT:

- ASK BLACK, INDIGENOUS AND RACIALIZED (BIR) STAFF TO EDUCATE YOU
- HYPER-VISIBLIZE BIR STAFF
- WHITE CENTER & WEAPONIZE WHITE FRAGILITY
- FOCUS ON BEING 'NOT RACIST.'
- USE TERMS LIKE DIVERSITY & INCLUSION AS A WAY TO AVOID ADDRESSING HARM
- USE TERMS LIKE REVERSE RACISM (RACISM IS POWER + PRIVILEGE = WHITE SUPREMACY)

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

## REFLECTION:

1) IF YOU ARE WHITE OR WHITE-PASSING, WHAT HAS THE COST BEEN TO YOU OR OTHERS IN NOT HAVING AN ANTIRACIST AND EQUITABLE WORKPLACE?

2) IF YOU ARE A BLACK, INDIGENOUS OR RACIALIZED PERSON, HOW HAS RACISM IMPACTED YOUR WORK EXPERIENCE AND/OR GOALS?



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### LESSON HIGHLIGHTS

#### TO DEVELOP AN ANTIRACIST LENS, WE MUST:

- UNLEARN SO-CALLED CANADA'S HISTORY
- RELEARN HISTORY AND BUILD A CRITICAL THINKING LENS
- PRIORITIZE ANTIRACISM EDUCATION FOR ALL STAFF, LEADERSHIP & BOARD MEMBERS
- SELF-EXAMINE & TAKE ACCOUNTABILITY
- INTEGRATE TANGIBLE & MEASURABLE ACTION STEPS (IE. POLICIES, PRACTICES, ACCOUNTABILITY, ONGOING TRAINING)

#### PERSONAL NOTES + AH HA'S:

# ANTIRACISM AT WORK

## REFLECTION:

1) IF YOU ARE A WHITE PERSON, HOW DO YOU SEE RACISM AND WHITE SUPREMACY SHOW UP IN YOU?

2) IF YOU ARE A BLACK, INDIGENOUS OR RACIALIZED PERSON, HOW HAVE YOU INTERNALIZED WHITE SUPREMACY? HOW DOES IT SHOW UP FOR YOU AT WORK?



# THE ANTIRACISM COURSE

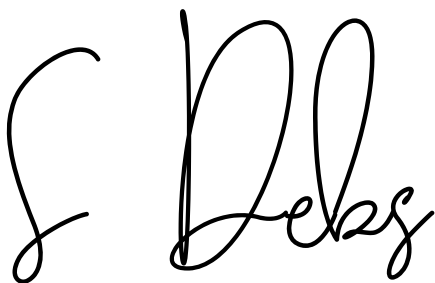
I INVITE YOU AND YOUR ORGANIZATION TO REGISTER  
FOR 'THE ANTIRACISM COURSE' WITH SELAM DEBS

GET ALL THE DETAILS AND REGISTER BY CLICKING BELOW:

[WWW.SELAMDEBS.COM/ANTIRACISM-COURSE-ORGANIZATIONS](http://WWW.SELAMDEBS.COM/ANTIRACISM-COURSE-ORGANIZATIONS)

If you have any questions email us at:  
selam@selamdebs.com.

with revolutionary gratitude,

A handwritten signature in black ink, reading "Selam Debs". The signature is fluid and cursive, with the first name "Selam" and the last name "Debs" clearly distinguishable.