



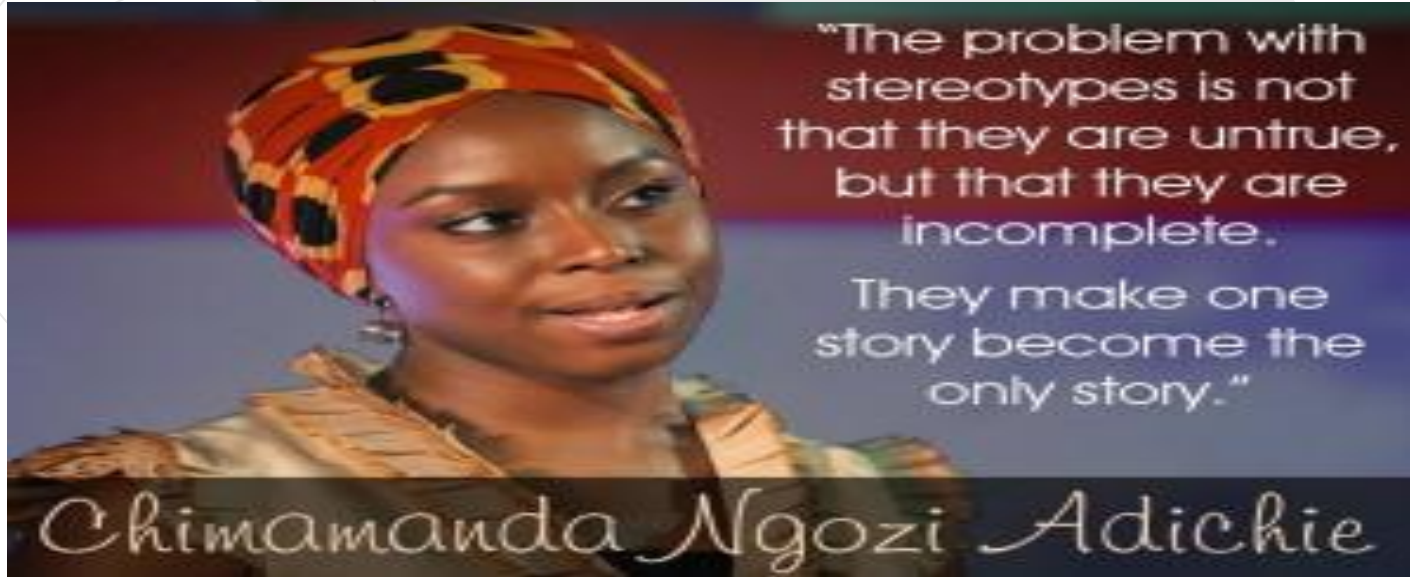
Building a culture of inclusion through racial equity transformation

Fadzi Whande

'Lets talk about....Race'



The Danger of a Single Story



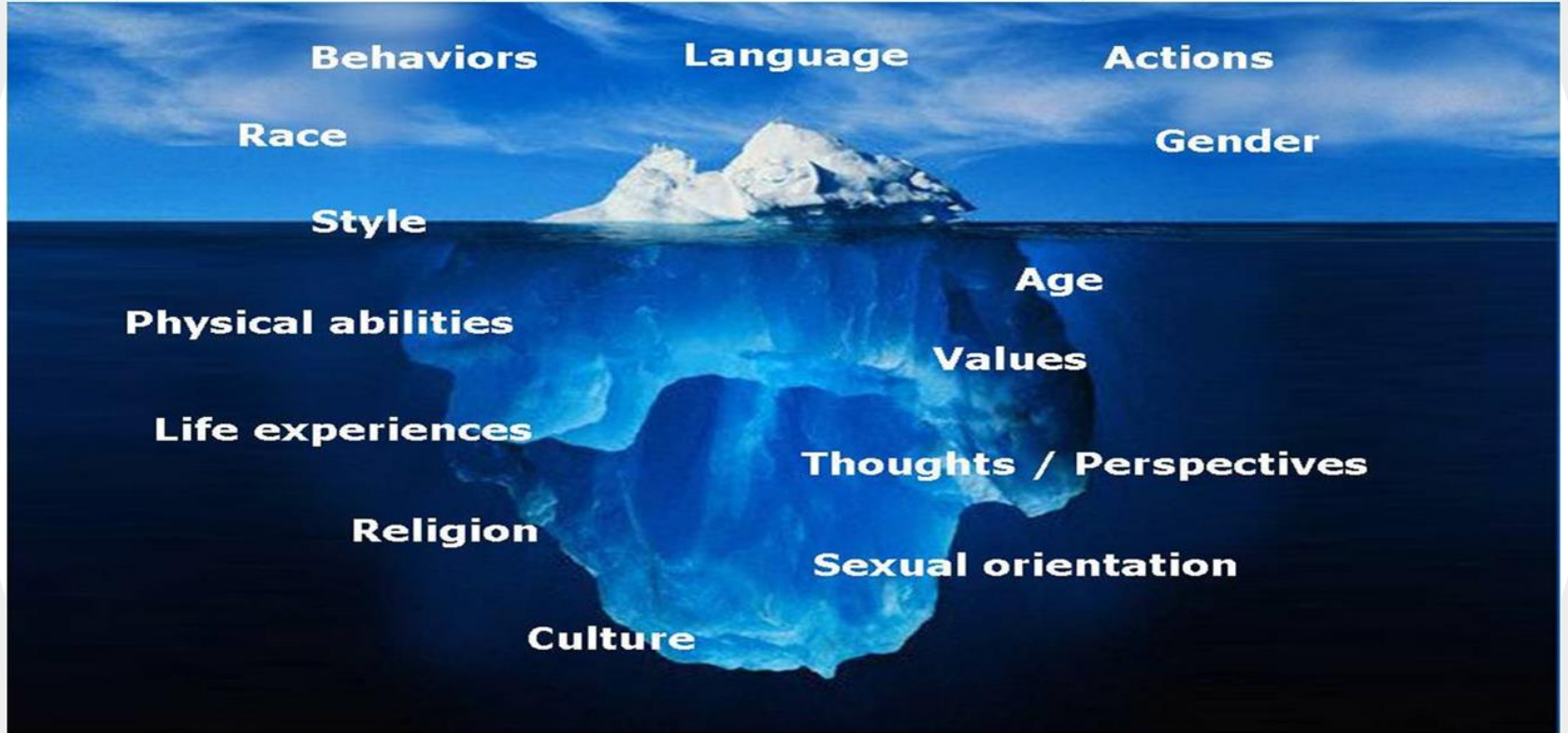
Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie warns that if we hear only a single story about another person or country, we risk a critical misunderstanding. TEDGlobal 2009

“One of the most powerful drivers of how race is described, citizenship is defined, communities are constructed and politics of access are performed is quite simple: the words we use, the stories we choose to tell and the framework/methodology we use to document such narratives.” – HUX

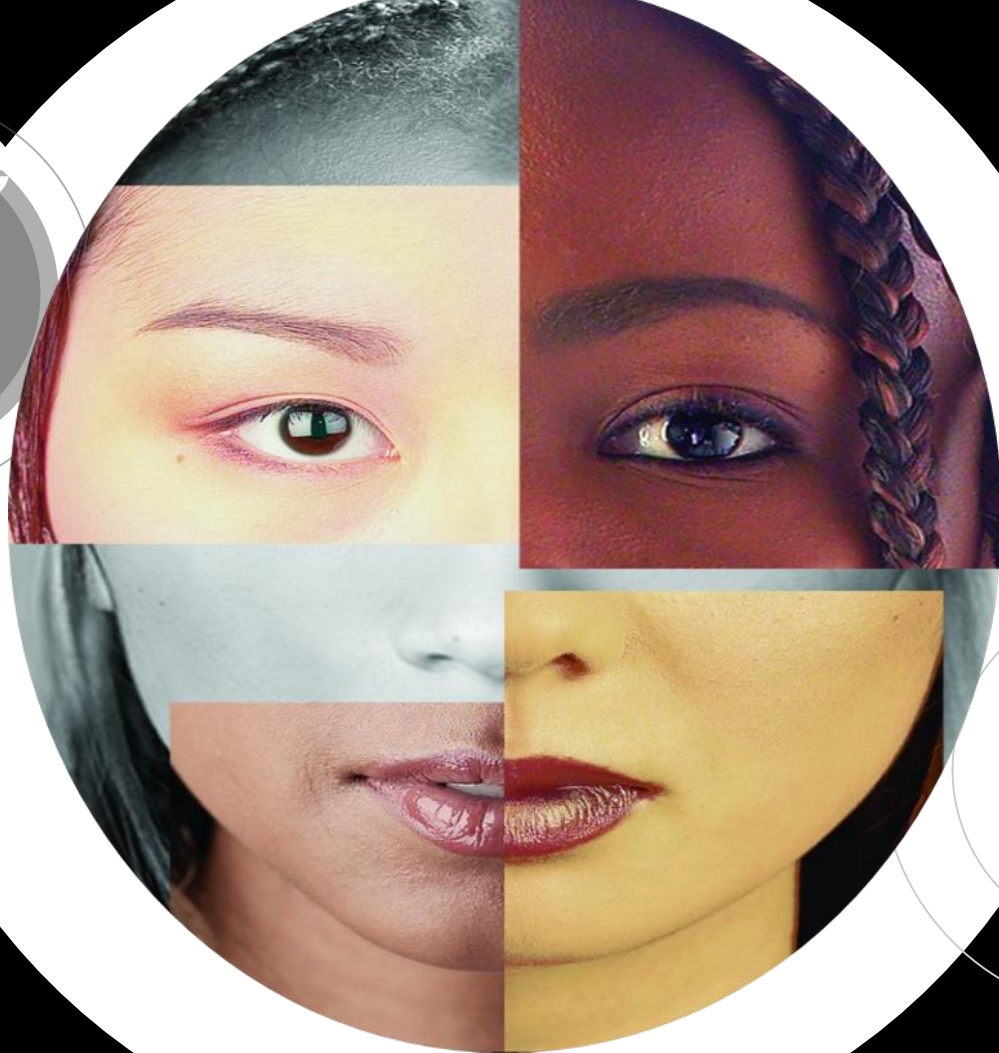
What stories are you telling?



What stories are you listening to?



Define Race



Race Is...

- A socially constructed meaning attached to a variety of physical attributes including but not limited to skin and eye colour, hair texture, and bone structures.
- A false classification of people that is not based on biological or scientific truth. In fact, science has found far more genetic differences within individuals of the same “race” than among those of different races.
- A political construction. A political construction is something created by people for a political purpose. The concept of race was created as a classification of human beings with the purpose of giving power to white people and to legitimize the dominance of white people over non-white people.

Race Is Not...

- **Ethnicity**

Ethnicity refers to particular groups of people that share some common ancestry, traditions, language, or dialect. Ethnicity can be referred to as culture, or how we live on a daily basis in terms of our language, ancestry, religion, food, dress, musical tastes, traditions, values, political and social affiliations, recreation, etc.

- **Nationality**

Nationality refers to the country of which a person is a citizen.

- **Colour**

Colour is the melanin content found in the skin, hair, and eyes. Those who have the largest amount of visible melanin are said to be “of colour,” whereas those who have the least amount of visible melanin are defined as “white.”

Racism...

The belief, and an enactment of beliefs, that one set of characteristics is superior to another. The conscious or unconscious, intentional or unintentional enactment of racial power, grounded in racial prejudice, by an individual or group against another Individual or group perceived to have lower racial status. (It is very important to note that racism does not require intent.)

Racial Prejudice + Power = RACISM

Racism is not...

Prejudice in an adverse judgment or opinion formed beforehand or without knowledge or examination of the facts. A person of colour can be prejudiced against a white person. However, persons of colour do not have the racial power, presence, and position necessary to maintain the prejudicial acts over time and throughout society without abatement. This differentiates prejudice from racism.



Before we can envision a society or even a single institution that is free of racism, individual leaders, across the sectors, must first develop a basic level of racial consciousness accompanied by a language to articulate that consciousness.

Having a personal proficiency of understanding and articulation around race is the doorway to leading for racial equity in criminal justice, law enforcement, health and educational institutions through expert coaching, analysis and facilitation’.

Glenn E. Singleton

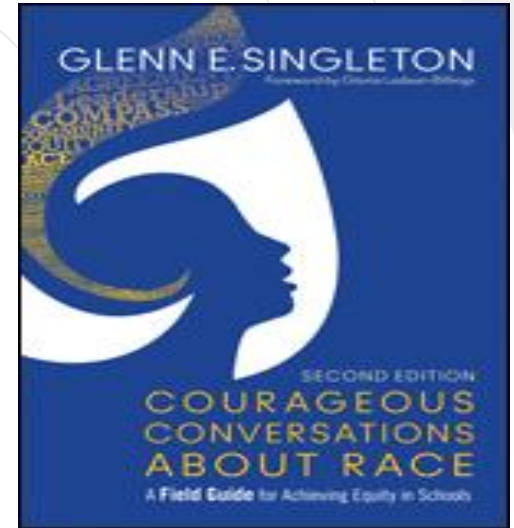
Courageous Conversations about Race (CCAR)

The CCAR Protocol is comprised of a suite of tools that include the:

- Compass
- Four Agreements
- Six Conditions

in order to engage, sustain and deepen intra-racial, and inter-racial dialogue about race, and is an essential foundation for examining and addressing institutionalised culture and structures that promote racial disparities.

To provide a framework and common language for genuine dialogue about racism and to create an environment which encourages such dialogue.




The Three Tiers

ENGAGE through your own PERSONAL racial experiences, beliefs and perspectives while demonstrating respectful understanding of specific historical as well as contemporary, LOCAL and IMMEDIATE racial contexts.

SUSTAIN yourself and others in the conversation through mindful inquiry into those MULTIPLE PERSPECTIVES, beliefs and experiences that are different than your own.

DEEPEN your understanding of WHITENESS and interrogate your beliefs about your own association with and relationship to racial privilege and power.



Benefits of Racial Diversity in the workplace

- Increased productivity & revenue
- Inclusive culture
- Health & Wellbeing leading to efficiency
- Reduced turnover costs
- Fewer complaints and grievances
- Improved accessibility to new and diverse markets
- Higher productivity and increased revenue
- Increased innovation
- Development of new products and services
- Brand & Recognition
- Fosters better collaboration
- Improved cross cultural communication
- Improved social cohesion
- More engaged workforce



Thanks!

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