

ETHNIC INCLUSION & ALLYSHIP

CREATING AN ANTI-RACIST ORGANISATION BY GETTING EVERYONE ON BOARD.

SESSION 2

WE LEARNED:

> How we are raised and socialised causes our brains short-circuiting to create snap judgements which form our unconscious bias. We discussed why we aren't responsible for our first thought, but we are responsible for our second thought!



> How to recognise microaggressions and how we can unwittingly be microaggressors in our own day-to-day lives. We reviewed some common microaggressions and how to interrupt them.

> How to approach conversations and that there are no hard and fast rules around language. We shared some resources and agreed that the best way to become racially fluent is to immerse yourself in resources.

We used the courageous compass to look at the different ways we could listen more empathically in the future, understanding that we would be talking about race from very different experiences.

