

# Anti-Racism Fundamentals

## Building the foundational principles for racial literacy in the workplace

The Australian workforce today includes individuals from diverse racial backgrounds. Yet Australian society has not equipped many of us with the racial literacy and skills we need to talk about race in an informed and meaningful way, let alone – allow us to identify and respond to racism.

This fundamentals program introduces participants to the key and central concepts required for any meaningful conversations about racism at work. This suggested pre-requisite program defines key concepts, outlines the building blocks to understanding racism, and starts the conversation about what we need to do, learn and be to become anti-racist.

This program is essential for any organisation that wishes to understand and address racism at work. It is recommended that this program be followed by DCA's *Understanding Anti-Racism at Work* training.

## Contents

This is a 2-hour program which can be delivered virtually or face-to-face.

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes, and end with time for Q&A.

## Learning Outcomes

- Increase capability for continual reflections on one's own racialisation
- Identify foundational knowledge to develop racial literacy
- Understand the foundations of what racism is, including how it manifests in workplaces and how to address it (anti-racism)

## Program Overview

**Part 1:** Reflecting on race

**Part 2:** Principles for understanding racism at work

**Part 3:** Introducing key concepts and definitions

**Part 4:** What next to learn, be and become anti-racist

## Interactive Elements

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

**Continued**

## Learner Profile

This program is suitable for employees from any organisation and organisational level, regardless of prior subject knowledge.

## Facilitators

Experienced DCA facilitators deliver the program face-to-face or online.

## Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	2 hours	<b>\$4,000</b>	\$5,500
Virtual	2 hours	<b>\$3,500</b>	\$5,000

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 \$500 per program.

\*All pricing is GST inclusive.

## Next Steps

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

## Program FAQs

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