

Anti-Racism Practical Training (5 minutes)

Developing an organizational statement of belief ([Source](#))

Acknowledgment is the first step in creating an anti-racist statement. An effective statement acknowledges at least six things:

1. Racism exists
2. Racism is both conscious and unconscious
3. We need to validate and affirm members of our communities
4. Systemic racism exists, and we must distinguish intent from impact
5. It is not the job of the oppressed to teach the oppressors about their mistakes
6. You must admit where you have gone wrong and emphasize that there is no excuse for inaction

Examples to share in chat:

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism.html>

<https://www.royalroads.ca/about/our-vision/statements-principle/anti-racism-statement>

<https://chhs.unh.edu/social-work/about/anti-racism-statement>

Developing your personal statement of belief ([Source](#))

Step 1: Answer the following 10 questions. Do you believe...

1. You have control over your reactions to people and external events?
2. You can learn new things if you commit yourself to a regular practice?
3. You have the potential to create opportunities for yourself?
4. You have the capability to engage in transformative learning experiences?
5. You can manage your energy in order to create the life you envision?
6. You have the right to create your own life?
7. You have the ability to forge meaningful relationships?
8. Each day presents anew the ability to take even the smallest step forward?
9. In your ability to help others create their own life?
10. There is value in learning from mistakes and failures?

Step 2: Write your belief statement.

For those questions where you answered yes write your belief statement by beginning it with the phrase "I believe..."

Example: I believe that each day presents anew the ability to take even the smallest step forward in acknowledging my unconscious racism based on my white privilege.

Step 3: Revisit your belief statement regularly