

ANTI-RACISM TOOLBOX TALK (Part 2)

Topic: _____

Date: _____

Site/Facility: _____

Time: _____

Information Communicated

Definitions

Unconscious Bias: learned stereotypes that are automatic, unintentional, deeply ingrained, universal, and able to influence behaviour. This bias may be associated with a single unpleasant experience in the past, but the source of association may be misidentified, or even unknown.

Microaggressions: the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or not, which communicate hostile, derogatory, or negative messages to the receiver based solely upon their personal characteristics.

Racism: a broader experience and practice than racial discrimination. Racism is a belief that one group is superior to others. Racism operates at several levels, in particular, individual, systemic and societal. Anti-racism: includes beliefs, actions, movements, and policies adopted or developed to oppose racism.

Racism can be:

Verbal: openly displayed in racial jokes and slurs

Environmental: posting derogatory posters or hate crimes such as hanging nooses on job sites

Unconscious: more deeply rooted in attitudes, values, and stereotypical beliefs.

“**Not racist**” is not the opposite of racist. The opposite is anti-racist. Unfortunately, racism and racial discrimination remain a reality in society and on construction sites. We must acknowledge this fact as a starting point to effectively address racism and racial discrimination. Today we are going to discuss ways you can address racist behaviour in our workplace.

Not speaking up against racism and racial discrimination negatively impact workers and the work environment. Witnesses to racism and racial discrimination can also be negatively impacted.

- It can damage people's physical and mental health
- It can decrease productivity and undermine the workplace culture
- It can have a negative impact on work relationships
- It condones the behaviour, which may continue
- It can have a negative impact on the business financially (lost productivity, work disruptions) and on their reputation with clients and employees

Identify Controls

You cannot always control the behaviour of others, but you can control your own behaviour. Racism cannot and will not be tolerated on our sites or facilities and we owe it to ourselves, coworkers, our organizations, our industry and our community to do our part.

We must all be accountable, and part of our accountability is to have these uncomfortable conversations; to be willing to work through the discomfort; and to be open to discuss and deal with this issue. Part of our accountability is to be in this together.

Recognize that people do not necessarily see things the same way as you.

It is important to respect each others' differences. We all have unconscious bias. We need to be aware of them acknowledge what they are, challenge them, and set them aside.



See it - Say it - Stop it

If you see or experience racism speak up. It takes courage and doing the right thing is hard. It takes all of us to build a respectful workplace.

Do not let it continue. Calmly and Clearly outline the inappropriate behaviour. Do not engage emotionally. It may be more effective to talk to the person privately instead of in a group.

If the person behaving in a racist manner is your supervisor, it may be better to speak to someone you trust to help identify the right person to speak with about the issue.

Document everything: when, where, what happened and who witnessed it.

Here are six techniques for calling out bias and microaggressions. Your response should reflect the situation.

- Assume good intent: Start by acknowledging the person's positive intentions, then describe the negative results of the statement or behaviour.
- Seize the moment while remaining calm: It is sometimes essential to have that conversation there and then when you witness the bad behaviour while expressing your feelings in a non-threatening way.
- Ask a question: Sincere and open-ended questions that focus on the behaviour, event, or comment and, which do not blame the other person work best.
- Redirect: Change the direction of the conversation abruptly, without requiring further discussion. If the conversation continues, it might be appropriate to walk away or remove yourself from the situation.
- Narrow the focus: You can call out bias and microaggressions by showing the attribute isn't just about a certain group by suggesting that the trait is universal behaviour. This helps narrow the focus to an individual, rather than a whole group.
- Schedule a time to talk: If a manager or a colleague is continuously dismissive and condescending towards you, schedule a meeting to discuss it with them.

Please take this poster, place it on your job site and remember if you See it; Say it, Stop it.

Feedback

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Attendees

[illegible]