

Becoming an anti-racist practitioner

Session 1

Richard Bryce - March 2025



Session Objectives

- Understand race as a social construct with real-world impacts
- Explore individual, institutional, and systemic racism
- Reflect on personal biases and social identities

Ground Rules

- **Respect and Confidentiality:** Create a safe space for honest dialogue
- **Active Listening:** Listen to understand, not just to respond
- **Speak from Personal Experience:** Use “I” statements rather than generalisations
- **Ask Questions:** No question is “too simple” — this is a learning space

Key Definitions

- **Race:**

- A social construct with no biological basis
- Used historically to categorise and hierarchise groups

- **Racism:**

- Prejudice + power
- Can operate on individual, institutional, and systemic levels
- Prejudice vs. Discrimination vs. Oppression:

- **Prejudice:** An attitude or preconceived opinion

- **Discrimination:** Biased actions rooted in prejudice

- **Oppression:** Systemic and pervasive discrimination that benefits one group over another

Group Discussion

- **“When did you first become aware of race?”**
- Reflect on your earliest memory involving race
- How did it shape your perceptions or future interactions?

Historical & Systemic Foundations

- Origins of Racial Categories
- Colonialism and “race science”
- Policies like segregation and apartheid
- Legacies in Modern Institutions
- Housing (redlining, exclusionary zoning)
- Education (segregated schooling, funding disparities)
- Healthcare (unequal access, bias in treatment)
- Criminal Justice (sentencing disparities, policing)

Power, Privilege, and Intersectionality

- Goal: illustrate how multiple social identities (race, gender, class, etc.) overlap to create layers of privilege or marginalisation.
- Matrix Building Exercise
- **Reflection Questions:**
- Where do I hold privilege?
- Where do I experience disadvantage?
- How do these intersect?

Reflection & Wrap-Up

- **Key Takeaways:**
- Race is a social construct with profound structural consequences
- Racism functions at multiple levels (individual, institutional, systemic)
- Understanding our own identities is the first step toward anti-racist practice
- **Looking Ahead to Session 2:**
- We'll explore racial inequalities in your local communities
- Begin gathering data and stories for informed action