



# THE ANTI-RACIST ORGANIZATION: DISMANTLING SYSTEMIC RACISM IN THE WORKPLACE

## THE FOUR-FACTOR RACE MODEL™

RACE is an acronym for Recognise the Problem, Analyse the Impact, Commit to Action and Empower for Change

The model was created to provide a framework to ensure the action you take is deliberate, intentional and impactful.



### **R** RECOGNISE THE PROBLEM

You can't fix what you don't understand, and we can't solve what we don't talk about.

Are your board aligned about taking action?

Do you know their personal views?

Are you confident they understand what systemic racism is? And what it isn't?

Why do you want to take action?

What is the strategic imperative to address this?



### **A** ANALYSE THE IMPACT

Systemic racism is going to manifest itself in different ways for every person, system and organization.

Conduct organizational analysis using both qualitative and quantitative data.

Centre the voices of those impacted by racism and discrimination by listening. Frequently. Over and over again.



### **C** COMMIT TO ACTION

How will you and your organization solve the problems you've exposed and, most importantly, how are you going to measure your success in doing so?

Committing to action isn't about updating a policy statement.

You need a strategy, not a to-do list.

It must be incorporated into your business objectives and your values.

It needs to be owned by everyone in your organization.



### **E** EMPOWER FOR CHANGE

What have you done so far to ensure all your colleagues have a better understanding of what systemic racism is, and what it isn't?

How are they a part of your commitment to act? Is there a role for them? How are you upskilling them from a knowledge perspective?

How are you creating a safety net, a support infrastructure around them if you like, to give them the opportunity to practice new behaviours, to coach them, provide a confidential sounding board for them to explore their discomfort without perpetuating harm through ignorance or fear?

### **A COMPLIANCE FOCUS WON'T AFFECT CHANGE**

All it's going to do is make sure that you can tick a few boxes to say, this is what we've done, or this is the bare minimum we'll commit to because to do anything else feels a bit too radical.