DIVERSITY TRAINING

takes risks when discussing race

accepts own ethnic and cultural identity

effective antiracist behaviour

views mistakes as learning

responds flexibly, not anxiously or with guilt

DID YOU KNOW:
diversity training is the most common approach to antiracism.

Six tips for diversity trainers

Self-reflection

Reflect on your own background and 'cultural baggage'. Encourage participants to do the same.

TIP:
The trainers should not try to be 'experts' but should instead approach the training as a facilitated discussion. Agree on 'ground rules' with participants. Trainers can start the conversation with a discussion about identity.

Societal power

Encourage white participants to recognise how they benefit from privilege. Take care to acknowledge and manage any anger and guilt that arises, as these emotions can increase anxiety and avoidance of cross-cultural interactions.

TIP:
Use a 'white privilege checklist' to generate discussion, such as one developed by Peggy McIntosh. Discuss how other kinds of privilege intersect with white privilege.

Racialisation

Both racism and anti-racism can are forms of racialisation, which is the process of recognising a group as 'different'. People will have different opinions about whether some acts are racist or anti-racist. Recognise these tensions.

TIP:
Discuss arguments for and against different forms of affirmative action (e.g. quotas, threshold and tie breaker). Explore how some actions intended to help a group may have unintended consequences.

Antiracist identity

Encourage participants to understand their need to maintain their antiracist identity, and recognise this effects the way they conceptualise and act on racial oppression.

TIP:
Ask participants to discuss their range of identities with a fellow participant. Follow this with a discussion about the categories of identity that are more or less common, followed by those that are usually absent such as sexuality, religion and ableness.

Diversity

DON'T homogenise racial groups (including "white people"). It can lead to stereotyping and false 'mastery' of different cultures.

TIP:
Pairs of diversity trainers who differ in terms of race/ethnicity or gender produce more learning among participants than homogeneous trainer pairs. It is ok for pairs to respectfully disagree with each other, which demonstrates honest and open discussion.

Evaluation

Evaluate your program based on attitude change among your participants. Measuring the number of people trained does not indicate effectiveness of the training.

TIP:
Ask participants to fill in a survey before and after the training. This will help you assess the effectiveness of the program.