

## WHAT IS RACISM?

Many define racism as “prejudice plus power”. Racism is indeed more than just prejudice between people or groups of people. Racism occurs when prejudice is accompanied by the power to harm, oppress or discriminate, either by individuals, organisations or systems.

Racism happens through unjust covert or overt practices and structures that discriminate (with or without intent) against a person or a group, resulting in inequity and unequal outcomes for people based on their racial background.

IT'S NOT ENOUGH TO  
"NOT BE RACIST". WE HAVE  
TO BECOME ANTI-RACIST.

Angela Davis &  
Ibram X. Kendi

## HOW TO BECOME AN ANTI-RACIST

Many people seek a quick, direct solution to racism, but the truth is, there is no single activity that can solve racism on its own. Racism is not something that can be dismantled quickly. It will require deep social and cultural change over the generations to come. That doesn't mean you can't do anything *now*. Change needs to start somewhere, and change needs to happen *all the time*. We all need to contribute. Anti-racism is a process and a life-long commitment.

Being anti-racist means committing to ongoing learning in order to become actively conscious of racism and how it functions in society and shapes our world. Being anti-racist means taking active steps in our daily lives to dismantle racial inequity around us. This does not need to be overwhelming. There are many things you can do to actively challenge racism.

We can work towards ending racism by challenging and dismantling the structures, systems, actions, and behaviours that perpetuate it.

### Some tips on how to become an anti-racist

- **Learning about racism** - educating yourself and those around you!
- **Challenging your own thoughts** and actions that may perpetuate racism
- **Critically look at how you may benefit from racial inequity** in society and from any privilege you may have
- **Reporting** racism
- **Supporting people** who experience racism
- **Showing up.** Be there when people who experience racism need your support, for example at protests!
- **Supporting organisations** that are actively working to challenge racism
- **Taking a stand against racism** - speak out! If you witness racism, intervene, if safe to do so. Don't let racism go unchallenged when you witness it.
- **Being an ally and using your privilege** - this looks different for everyone and in any given situation. This can include pointing out and actively challenging inequity that you witness in your daily life, including in your workplace, or advocating on social media on racial justice issues such as Aboriginal deaths in custody.
- **Sharing messages** from marginalised groups and amplifying their voices
- **Supporting businesses, organisations and initiatives** that are led by First Nations People or people of colour.
- **Educating yourself about intersectionality.** Racism is intersectional, which means it's related with and compounded by other forms of oppression based on for example gender or class.
- **Building networks of solidarity** - communicate with, support and join other individuals and organisations interested in enhancing racial justice.
- **Attending events about racial justice** as well other social justice causes. This can include things like protests, workshops, conferences, and charity events.

**Remember! Using your situation, whatever it is, to be anti-racist! If you're an artist, use your art to challenge racism. If you're a parent, teach your kids to be anti-racist. Wherever you are, whatever you're doing, challenge racism where you can and however you can. Starting slow and working your way up - small actions lead to bigger actions. Don't forget to encourage others to take the above actions!**



All Together Now is an **award-winning charity** dedicated to preventing all forms of racism in Australia. Our mission is to **educate Australians about racism and hate**, and to mobilise systemic change.

We do this by imagining and delivering innovative and evidence-based projects that promote **racial equity**. We are community driven, utilise partnered approaches and all our work is intersectional.



We have several resources and programs available for young people, teachers, frontline workers, parents and caregivers focusing on issues such as racism in schools, divisive misinformation, online hate and extremism.

### **Hateful Conspiracy Theories & Fake News Workshops**

Brand-new evidence-based resources for **teachers, educators, parents and frontline workers** aimed at building their skills to recognise and respond to people who are engaging with hateful misinformation, fake news and conspiracy theories.

### **Countering Far-right Extremism Workshops**

Young people are routinely targeted online by far-right extremists promoting hate and violence. Our interactive workshops are designed to provide participants with a nuanced understanding of far-right extremism and guidance on how to respond to young people in the early stages of engagement with hateful ideas.

### **Anti-Racism Training**

We are currently developing new training programs aimed at tackling racism in the workplace and in schools. Check out our website for more information and subscribe to our newsletter for updates!

### **Agent C**

A **free** online program for **young people in NSW** that enhances their confidence and capacity to unpack and critically engage with hateful conspiracy theories and fake news. Young people, schools and youth services can apply to participate!

### **Discussing Racism with Children – Free Resource**

As a parent or caregiver, it's likely that at some point you'll need to navigate conversations about race and racism with children. To make this easier and more effective, we partnered with the ABC series *The School That Tried To End Racism* to create a **guide for adults** to have better conversations with children about racism.

### **Everyday Racism App**

A world-first mobile app designed to challenge your understanding of racism. Designed by All Together Now in partnership with Australian universities, the app has won several international awards, including from the United Nations.

## **WE NEED YOUR SUPPORT**

As an independent not-for-profit organisation, we need your **support**. Your **donation** will help us to continue our work to promote racial equity in Australia and instigate long-term, structural change. All Together Now is registered with the Australian Charities and Not-for-profits Commission (ACNC). Donations of \$2 and over are tax-deductible. Visit our website to donate now.

Visit [alltogethernow.org.au](https://alltogethernow.org.au) to learn more about racism and our anti-racism programs.