



### **Lets Talk About Racism**



Presented by
Leanne Woods, Marlee
Kickett and Barbara Freeman
September 2021













#### **Lets Talk About Racism**

Mr G Floyd - USA

Pilot program – City of Cockburn and Melville Complimented both Cities Stretch RAPs – Respect, Relationships and Opportunities.

- Create a network of allies or champions
- Create change and tackling racism







- First Pilot Program 30 staff from various areas and recommendations from Aboriginal staff (July 2020 to March 2021).
- Commenced second group of 34 staff (July 2021).
- Third group in partnership with WALGA on 3 & 23 November 2021.

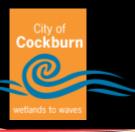






- Listening partnerships
- Truth telling an emotional project
- Separate into two groups (sometimes)
- White privilege (Peggy McIntosh, 1988)
- Racism
- Internalised oppression
- Building a group of allies

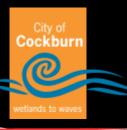




"If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together"

Lilla Watson, Murri activist, born 1940





"Learning about how white privilege negatively impacts on Aboriginal people in so many aspects of life that I had never even realised, literally opened my eyes. That the people I work side by side with have to work so much harder in the same workplace, with the extra burden of racism"







"Non-Aboriginal people are also able to share their own experiences of witnessing racism towards Aboriginal people and building confidence to face the behaviour, call it out and help others think more deeply about its effects"







"We are already seeing clearer perspectives and increased confidence in staff in becoming 'champions against racism', and we expect there will be capacity to apply these learnings across the broader community through resident and community groups and programs"







# **Any Questions**







It's not on us to Change, it's on you to Change – Michael Walters, Aboriginal AFL Player, Fremantle Dockers.

