Stanford | IDEAL Engage

ANTI-RACISM TOOLKIT

Many people feel ill-equipped or anxious about discussing race in the workplace. Recent acts of anti-Black racism, hatred, and violence have re-ignited protests across the US and the world. Many of us have woken up to a new reality that others in our community have been living with for too long. Collectively, we are understanding that not only must we stand in solidarity with our students, colleagues, and community members of color, we must also take action to create long-lasting, systemic change to address racial injustice and inequality.

The purpose of this toolkit is to support dialogue about racism within the Stanford staff community, and engage and unite the community in actions that will advance racial justice.

Get comfortable with being uncomfortable

How to talk about racism

Start with self

Anti-Racism: Take action to confront and reject racism

Keep focused on the change

Practice allyship

How to use this Toolkit

These tools have been designed and curated to work together to support you on your anti-racism journey. You can "Start with Self" and work through each of the tools in order, or you can jump to learning more about "How to Talk about Racism." There is no 'right' way to start; *what matters is that you start.*

Start with Self (includes understanding personal biases and self-care)

Get Comfortable with Being Uncomfortable (creating psychological safety to have difficult conversations, LARA)

How to Talk about Racism (why it is important to discuss racism and how to lead an effective discussion)

Anti-racism: Take Action to Confront and Reject Racism (what is anti-racism, how to be an anti-racist)

Practice Allyship (what it means to be an ally, how to act beyond being an ally)

Keep Focused on the Change (creating and sustaining change/ cultural transformation)

Terms you need to know

Allyship is active behavior by a member of a dominant group to dismantle the oppression of a target/non-majority group

BIPOC is an acronym that stands for 'Black, Indigenous, People of Color' Read more from New York Times

Bias is a belief or assumption made about a person or a group of people based on a particular trait or characteristic; **implicit bias** refers to the attitudes, prejudices, or stereotypes that we are not aware of that affect our decisions, understanding, actions

Discrimination is unfavorable or unfair treatment of a person or class of persons based on a protected class or characteristic; **intersectional discrimination** occurs when someone is discriminated against because of the combination of two or more protected classes or characteristics

Diversity, Inclusion, and Belonging are terms used to describe programs, policies and behaviors that encourage representation and participation of diverse groups of people, including people of different genders, races and ethnicities, abilities and disabilities, religions, cultures, ages, and sexual orientations and people with diverse backgrounds, experiences, and skills and expertise

Microaggressions are everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon a marginalized class or characteristic Read more at NPR

Privilege refers to benefits, awards, or advantages that accrue to dominant groups based upon skin color, gender, sex, class, ability, religion, etc., that they have received without earning and/or asking for them; privilege is usually invisible to the receiver

Stereotypes – A stereotype is any thought widely adopted about specific types of individuals or certain ways of behaving intended to represent the entire group of those individuals or behaviors as a whole; These thoughts or beliefs may or may not accurately reflect reality (Judd & Park, *Psychological Review*)

Racism is prejudice, discrimination, or antagonism directed against a person or people based on their membership of a particular racial or ethnic group, typically one that is a minority or marginalized; **systemic, structural, or institutional racism** refers to the complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for non-majority groups

For more terminology and definitions, please refer to the Stanford Diversity and Access Office; some definitions above reflect language from UC Davis (used with permission)