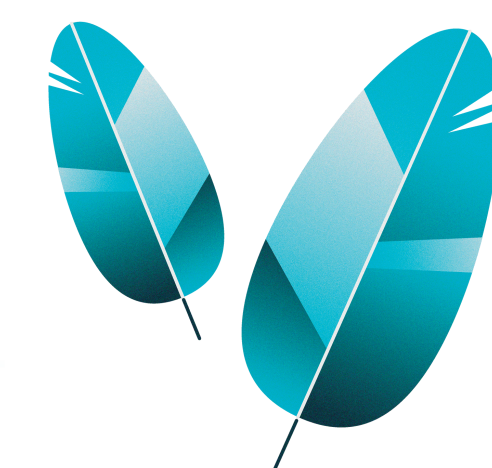




Using Racial Caucusing for Designing an Anti-Racist Workplace



Seren Friskie. Sukhdeep Jassar. Toni Carlton. Karen Tee. Gurvaan Maan. Josh Rasalan. Al Raimundo. Kyra Faber. Alaa AKI.

Unconscious Bias

What is unconscious bias?

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences. We all have them. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

There are types of biases

- **Conscious bias** (also known as **explicit bias**) and
- **Unconscious bias** (also known as **implicit bias**)

Optional Resource:

<https://www.catalyst.org/2020/01/02/interrupt-unconscious-bias/>

Racial Caucusing

Caucusing is when people self-select into a group based on shared identity and experience. Racial identity caucusing creates a foundation on which racialized and Indigenous people and white people can work together towards equity and organizational change.

Race-based caucusing is a powerful anti-racist tool in which people of colour, white people, and “third space” folks (people of colour who are perceived as white or those who have alternative experiences with race) primarily work within their own racial or ethnic groups. Although it may initially feel awkward to break into separate groups according to race, there are good reasons to do so. In the white caucus, participants often work to increase their understanding of racism and internalized white privilege and dominance. For people of colour, caucusing provides a space to unpack the impact of internalized racism. The “third space” caucus provided a space for folks to examine internalized racism, as well as the significance of being “white-passing.” All the caucuses work on healing and liberation, and there is a system of accountability to ensure the work of the white caucus is in service to the people of color caucus.

Work in BIPOC Caucus

Creates a brave space to talk about and address experiences of racism.

- Offers a retreat from continuous scrutiny and an antidote to white-dominated spaces.
- Creates an alternative power base/“counter space” for BIPOC within white spaces.
- Builds relationships and support through courageous and difficult conversations.
- Create a space of healing and working for individual and collective liberation.



Work in White Caucus

Creates an accountable space to work through barriers that prevent white people from allying together toward anti-racist goals.

- Builds relationships and deepens understanding of power/privilege and increases one’s critical analysis of these concepts.
- Builds collective tools for race equity.
- Offers space to discuss emotions, questions, and learning edges without causing harm to people of colour
- Provides space for greater understanding of intersectionality, decolonization, cultural safety and other concepts



Contact information

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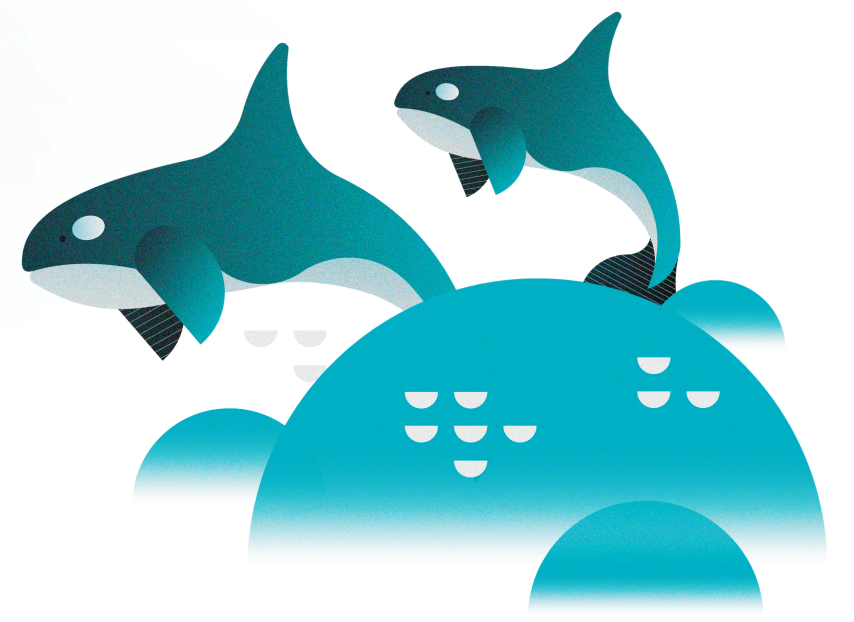
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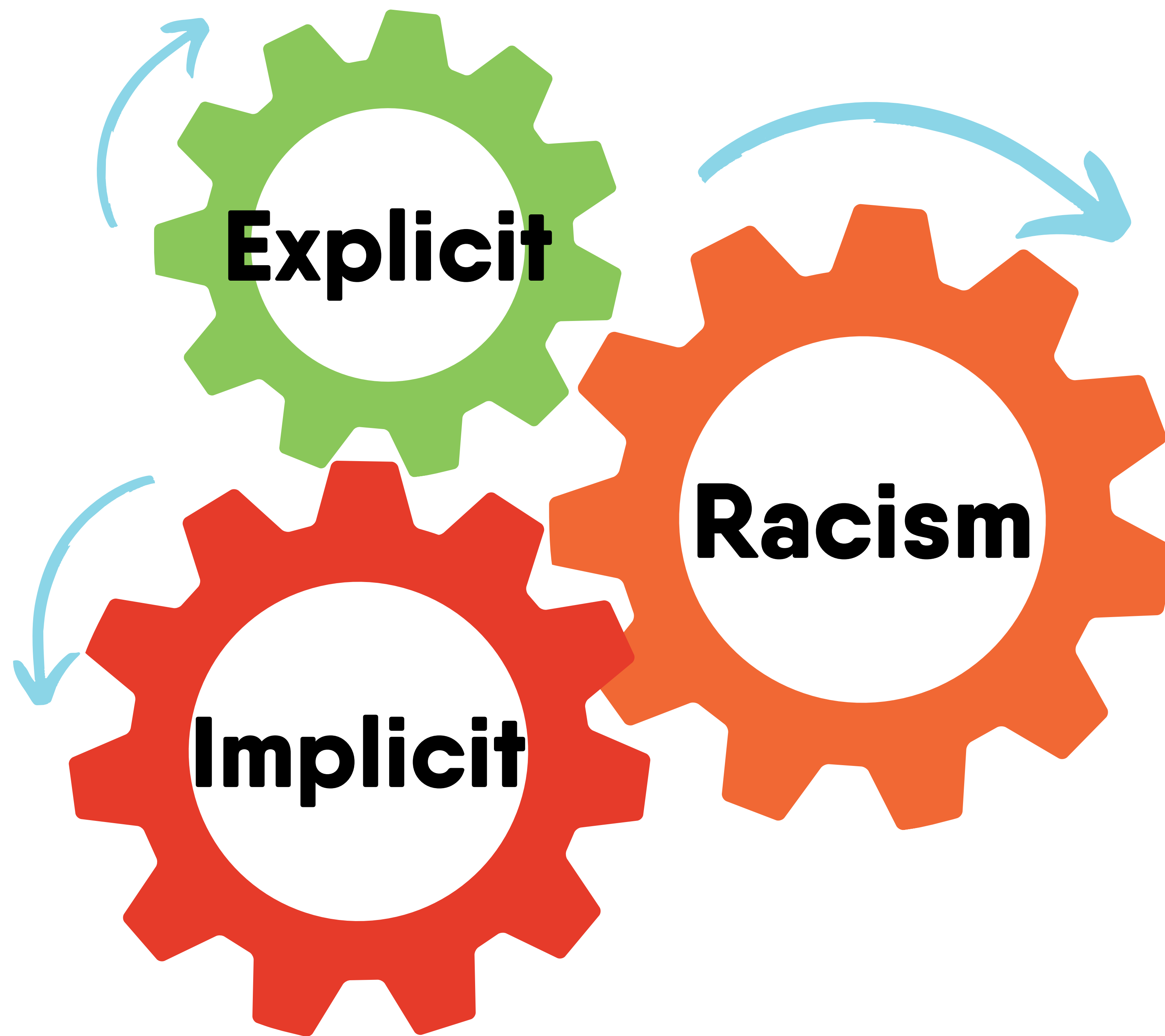


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Implicit racism is hidden, or not plainly expressed. A key feature of implicit racism is that its disguised nature allows perpetrators to claim "plausible deniability".

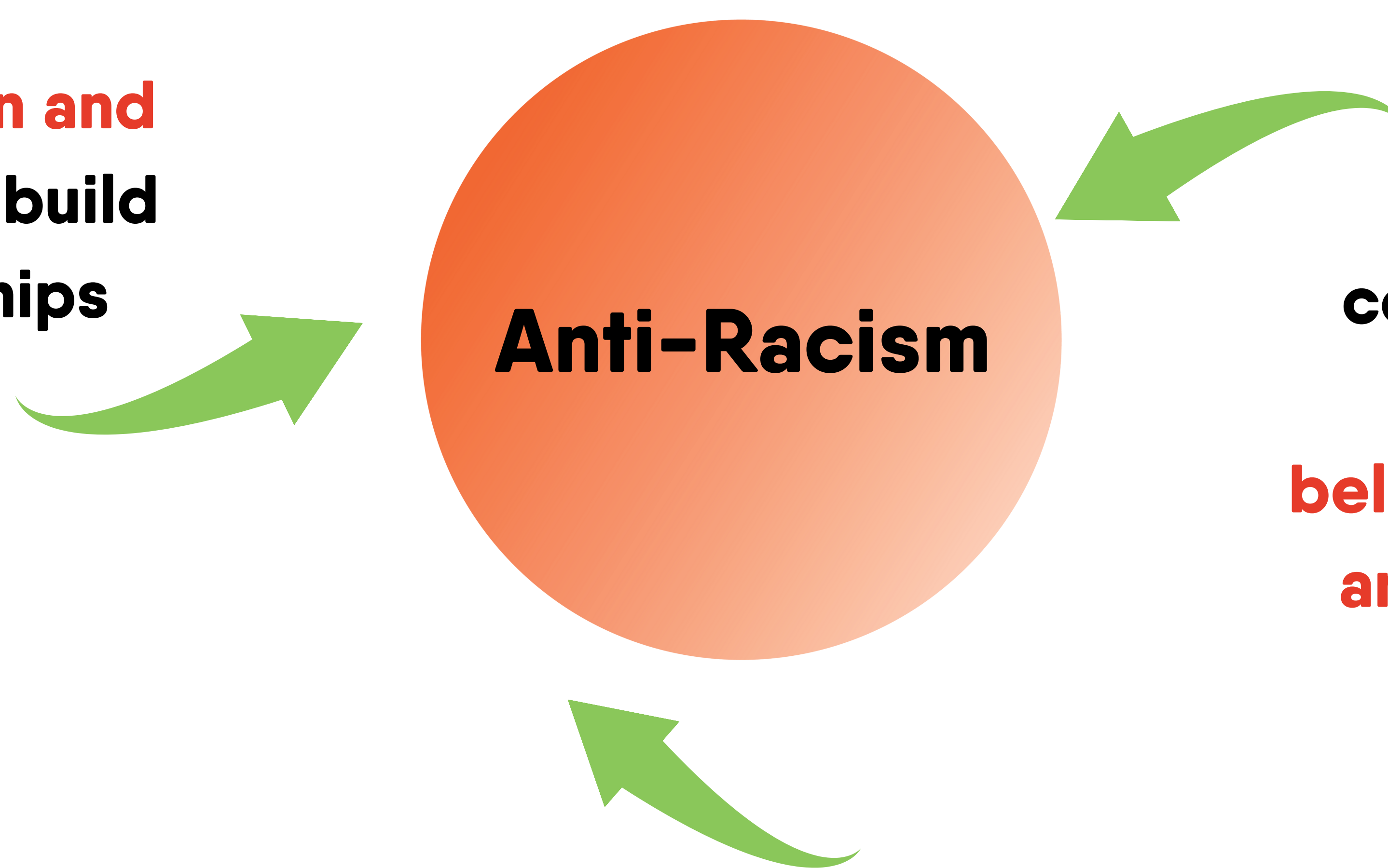


Explicit racism is obvious. Distinguished by the blatant use of negative attitudes, ideas, and actions directed at nonwhite racial groups

Why are caucuses useful?



Connection and support to build relationships



To build community, create belongingness and healing

To become a body politic organizationally = **collective power**

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