

Anti-racism: Creating a safe, brave and inclusive space

Ideas to create an inclusive space:

_	Ensure a growing awareness of racial privilege, prejudice and power
	Offer numerous channels for participants, members and broader
	community to report discrimination (virtual, in-person, report, anonymous report portal etc.)
	Broadening perspectives - being open to different views
	Material and videos on race, gender, beliefs, status as well as other abilities. (Can include videos with different language subtitles)
	Oppose and challenge any patterns and systems of discrimination in accessing organisation/program resources
	Keep resources that represent diverse communities (resources that reflect race, socio-economic status, sexual orientation, world view, disability status, culture, education, language, citizenship status etc.)
	Ask members, participants, staff how they would want to be represented in the organisation, charity or entity
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idea	s of how to foster safe virtual spaces:
	Begin sessions with disclosing guidelines around privacy
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	Begin sessions with disclosing guidelines around privacy Provide options for how members can participate (chat, video, audio or phone) Recognise that some members could possibly not have a private space to join the virtual call - be flexible in this respect

- 1.) Source of Photo
- 2.) Source of Diversity Examples
- 3.) Source of Activity