



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

Ideas of how to foster safe virtual spaces:

- ☐ 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
- ☐ Facilitate interactions that do not always require the host to assist attendants or particular resources, but opening up the virtual space to have more activity from everyone on the call.. For instance team building activities or video call games some ideas can be found on this [link](#)
- ☐ Keeping in mind that you may see some glimpses of a members' home or hear background noises/sounds/languages - it is important to not make assumptions and develop behaviour that discourages any assumption based on an individual's background.

- 1.) [Source of Photo](#)
- 2.) [Source of Diversity Examples](#)
- 3.) [Source of Activity](#)