

RACISM: See It. Know It. Stop It.

COURSE NOTES Lesson 3: “Racism and Team Relationships”

- Racism is not a private matter. It filters into relationships of a team, through behaviors that are interpreted differently, depending on whether one is at the giving or receiving end of the behavior.
- Gallup Organization has found in study after study world-wide that managers and team leaders are, as Clifton and Harter put it—“the single biggest factor in (an) organization’s long-term success.” According to Clifton, Gallup Chair and CEO: “Gallup has discovered that a staggering 70% of the variation between great workplace engagement and lousy workplace engagement can be explained just by the quality of the manager or team leader.”

CREATING A CLIMATE OF UNDERSTANDING IN THE WORKPLACE

- advocate for the company to create a Code of Conduct that prohibits e.g., bringing to work items considered racially offensive
- begin a conversation with staff about respectful behaviour at work.
- consider an activity like a Fireside Chat with an expert or with people with lived experience of racism. Time the Chat as an activity for commemorations such as Asian, Black or South Asian Heritage Months