

ANTI-RACISM COACHING PLAN



A REFERENCE SHEET

What personal challenges will I face in overcoming and building an anti-racist culture?

Uncertainty – White members may have a fear of saying or doing the wrong thing or feel they are completely unaware towards a Black or person of colour's experience. On the other hand, Black people or people of colour that have succeeded in a dominant White culture may be afraid of being dismissed as too focused on the issue of race. Having an open dialogue and sharing stories and experiences is a good starting point, even if the conversations are difficult.

Resistance to Change – Not everyone is going to be open to anti-racist interchange. The key is to remain respectful of everyone's opinion, whether you agree or disagree with their comments, and keep it civil. Try to put the onus on the individual or individuals who may not understand the need to change their perceptions or attitudes. Encourage them to explore the anti-racism library to increase their knowledge and awareness. Reinforce the importance of the 4-Way Test for all Rotarians. The key in any situation that may become "over-heated" is to remain calm and, if necessary, take the conversation off-line or one on one.

Lack of Awareness – Recognize that the personal biases that perpetuate racism (even if they may not be intentional) can contribute to systemic racism. Make a concerted effort to be aware of your language, gestures and assumptions towards Black people or people of colour. This is important so we can apply these insights to incorporate the necessary changes required.

How can I make my Rotary more inclusive?

- Become more knowledgeable about racial inequality.
- Provide opportunities to identify anti-racist language.
- Involve Rotarians in discussions.
- Avoid making assumptions.
- Make inclusion everyone's responsibility.

What can I do as a Rotarian to bring awareness and engagement to my community?

- Begin to understand the reality of privilege and racism through self awareness and group education.
- A Resource Library and Toolkit is available on the Rotary 7820 website.
- Listen and understand the empathy of people of color without having them justify the validity of their experiences.
- Make the connection with allies by applying the Rotary 4-Way Test.
- Start to facilitate dialogue (open forums in your club and community) and begin to have difficult conversations around shared stories and experiences.
- Formulate your plan and act with Rotarians and community to use the knowledge and resources you have been provided to incorporate change and help build race equality culture.

We all hold responsibility for change.

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Rotarians can help to create an anti-racist environment by reaching out and making sure that Black people and people of colour are welcomed to become Rotarians. Rotarians with different histories, cultures and view points, give Rotary a greater capacity for understanding of how differences in race can be respected, supported and valued. As a Rotary leader, there are also specific things you can do to support your Rotarian colleagues in creating more positive and anti-racist environments.

LISTEN

A key element of creating the right environment for growth and change is creating the space for listening to the perspectives and insights of others.

MODEL

You can model what needs and should be done to create anti-racist environments and cultures within the club.

GUIDE

As a leader, you can help guide reflection, dialogue, and action.

ACTIVATE

As a leader, you can be a catalyst for change and undertake key actions needed to galvanize meaningful change.

ADVISE

You can also provide advice on where to seek additional information, support and insight how to create more inclusive clubs.

LEAD

You can be a leader both within your club and community to create a different reality related to racism, inequity and inequality.

RECOMMEND

You can offer recommendations on strategies and tactics to help create meaningful change.

SUPPORT

You can support your Rotarian colleagues as they navigate their own growth journey in both small and big steps.

The Systemic Racism Task Force Team is here to help you create a broader understanding of anti-racist attitudes and behaviours and to support you in developing community partners and allies to help change racist culture. The D7820 Anti-Racism Toolkit is available to provide you with all the necessary information and resources to identify racism and examine the connection of race and white privilege. <http://www.rotary7820.com>.