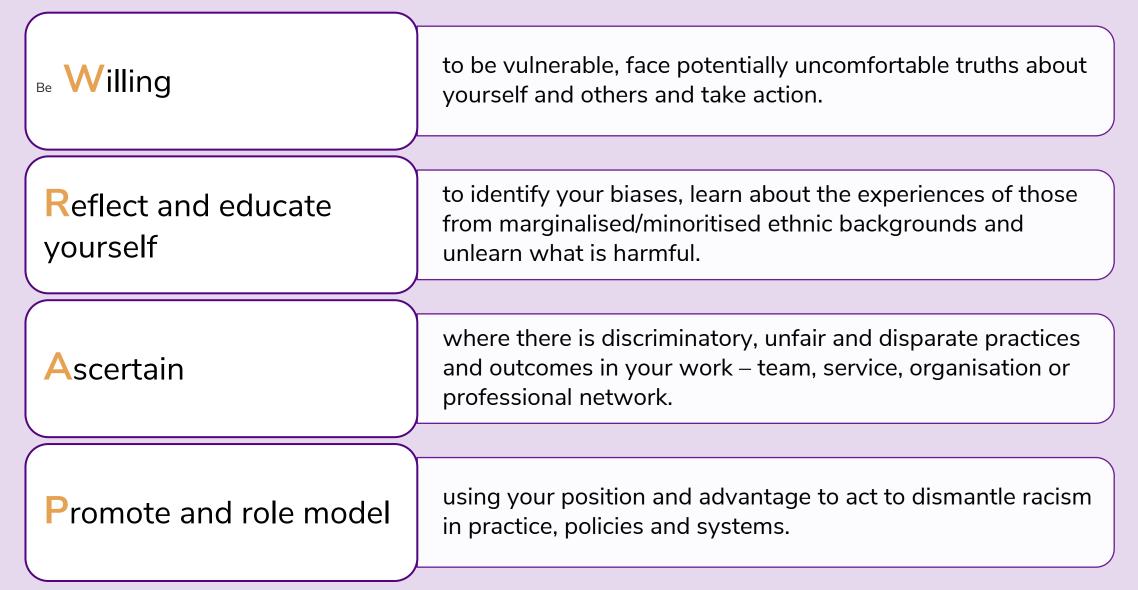
#### LBTC Anti-racist framework: It's a WRAP!



Brown (2022)



Framework activity	Questions for you	Actions for you
<b>Be Willing</b> to be vulnerable, face potentially uncomfortable truths about yourself and others and take action.	<ul> <li>What conversations am I avoiding?</li> <li>Which invites am I declining?</li> <li>Who am I making the effort for?</li> </ul>	Bring consciousness and intention to the events and people you are surrounding yourself with and/or allowing yourself to be challenged by.

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Framework activity	Questions for you	Actions for you
Reflection and education to identify your biases, learn about the experiences of those from marginalised/ minoritised ethnic backgrounds and unlearn what is harmful.	<ul> <li>What have I learnt about racialised individuals over the course of my life?</li> <li>What values was I taught, and which have changed? Which haven't?</li> <li>How do I feel about opposition and/or challenge to my position/perspective?</li> <li>What do I not know about racialised communities and their history?</li> <li>Reflecting on incidents involving racialised children or families you / the organisation has worked with – what role did you play? What contribution did you make, and why? How did the child or family leave, and how did this compare to you?</li> <li>What can you learn about your impact on others?</li> </ul>	<ul> <li>Speak up about your learning, especially to name racism, racial inequality and discrimination.</li> <li>Reflect on your thoughts, concerns observations and experiences of racism in case notes, supervision and group conversations.</li> <li>Immerse yourself in content and experiences of racialised communities and racial inequality, especially those different to your own.</li> <li>Seek out learning opportunities pertaining to anti-racism, racism and racialisation and racial identity.</li> </ul>

Framework activity	Questions for you	Actions for you
Ascertain where there is discriminatory, unfair disparate practices and outcomes in your work – team, service, organisation or professional network.	<ul> <li>What are racially minoritised colleagues, children or families communicating that is not being acknowledged or reflected on?</li> <li>What effect am I having on those around me?</li> <li>How can I create a strengths-based space to encourage communication?</li> <li>How can I make this space safe? How can I make my practice safe?</li> <li>How might my behaviours and attitudes be advancing me whilst holding others back?</li> </ul>	<ul> <li>Normalise asking questions about race, racialisation and the impact of your racial identity in your work.</li> <li>Raise, challenge or highlight racism when you encounter, observe or experience it.</li> <li>Join groups, networks and or events which present opportunities to tackle racism and effect change.</li> <li>Familiarise yourself with policies and protocols to call out and challenge racism in your practice or environment.</li> </ul>

Framework activity	Questions for you	Actions for you
Promote and role model using your position and advantage to act to dismantle racism in practice, policies and	<ul> <li>What are my practice, service or organisational values?</li> <li>What advantage do I have in my role? How can I use it to disrupt racist practices and systems?</li> <li>Where are there opportunities for me to contribute to the development of new processes and structures to dismantle racism?</li> </ul>	<ul> <li>Join task and finish groups, committees, actions groups etc that offer and opportunity to contribute to structural and/or institutional change</li> <li>Seek out collaboration and/or partnership opportunities to amplify the voice and experience of marginalised colleagues, children and families</li> </ul>
systems.	<ul> <li>How will others know I am anti- racist? What will look or feel different to them in me, my practice or environment?</li> </ul>	<ul> <li>Participate in regional and national organisations and events to effect change outside-in.</li> </ul>

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