

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

Be **W**illing

to be vulnerable, face potentially uncomfortable truths about yourself and others and take action.

Reflect and educate yourself

to identify your biases, learn about the experiences of those from marginalised/minoritised ethnic backgrounds and unlearn what is harmful.

Ascertain

where there is discriminatory, unfair and disparate practices and outcomes in your work – team, service, organisation or professional network.

Promote and role model

using your position and advantage to act to dismantle racism in practice, policies and systems.

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Framework activity	Questions for you	Actions for you
<p>Be Willing to be vulnerable, face potentially uncomfortable truths about yourself and others and take action.</p>	<ul style="list-style-type: none">■ What conversations am I avoiding?■ Which invites am I declining?■ Who am I making the effort for?	<p>Bring consciousness and intention to the events and people you are surrounding yourself with and/or allowing yourself to be challenged by.</p>

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Framework activity	Questions for you	Actions for you
<p>Reflection and education to identify your biases, learn about the experiences of those from marginalised/ minoritised ethnic backgrounds and unlearn what is harmful.</p>	<ul style="list-style-type: none">▪ What have I learnt about racialised individuals over the course of my life?▪ What values was I taught, and which have changed? Which haven't?▪ How do I feel about opposition and/or challenge to my position/perspective?▪ What do I not know about racialised communities and their history?▪ 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?▪ What can you learn about your impact on others?	<ul style="list-style-type: none">▪ Speak up about your learning, especially to name racism, racial inequality and discrimination.▪ Reflect on your thoughts, concerns observations and experiences of racism in case notes, supervision and group conversations.▪ Immerse yourself in content and experiences of racialised communities and racial inequality, especially those different to your own.▪ Seek out learning opportunities pertaining to anti-racism, racism and racialisation and racial identity.

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Framework activity	Questions for you	Actions for you
<p>Ascertain where there is discriminatory, unfair disparate practices and outcomes in your work – team, service, organisation or professional network.</p>	<ul style="list-style-type: none">▪ What are racially minoritised colleagues, children or families communicating that is not being acknowledged or reflected on?▪ What effect am I having on those around me?▪ How can I create a strengths-based space to encourage communication?▪ How can I make this space safe? How can I make my practice safe?▪ How might my behaviours and attitudes be advancing me whilst holding others back?	<ul style="list-style-type: none">▪ Normalise asking questions about race, racialisation and the impact of your racial identity in your work.▪ Raise, challenge or highlight racism when you encounter, observe or experience it.▪ Join groups, networks and or events which present opportunities to tackle racism and effect change.▪ Familiarise yourself with policies and protocols to call out and challenge racism in your practice or environment.

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Framework activity	Questions for you	Actions for you
<p>Promote and role model using your position and advantage to act to dismantle racism in practice, policies and systems.</p>	<ul style="list-style-type: none">▪ What are my practice, service or organisational values?▪ What advantage do I have in my role? How can I use it to disrupt racist practices and systems?▪ Where are there opportunities for me to contribute to the development of new processes and structures to dismantle racism?▪ How will others know I am anti-racist? What will look or feel different to them in me, my practice or environment?	<ul style="list-style-type: none">• Join task and finish groups, committees, actions groups etc that offer and opportunity to contribute to structural and/or institutional change• Seek out collaboration and/or partnership opportunities to amplify the voice and experience of marginalised colleagues, children and families• Participate in regional and national organisations and events to effect change outside-in.