



## **Anti-Racism Talking Points**

### **For the Anti-Racism Leadership Team (ARLT)**

#### **ARLT...**

- Provides leadership to RCCHS to become a multi-cultural, anti-racist organization to meet needs of our rapidly changing racially, culturally diverse community and staff. Our goal is to eliminate institutional racism in our department. We do this by supporting and encouraging staff through training, to become more aware of racial issues and impacts on employees and clients. We hope to train leaders to recognize and address or intervene on behalf of staff and clients to provide equal access and services for everyone.
- Provides visibility for this work.
- Challenges my thinking.
- Is right; a good thing to do.

#### **ARLT is...**

- A safe and authentic place to talk with peers who challenge us and support us.
- Gives a place to develop special relationships with others; otherwise there is no opportunity to do so.
- A totally different work experience.
- A supportive environment.
- A different learning experience.
- Part of a big initiative.
- A very diverse group with many facets/viewpoints.
- Educational for all involved.
- A place that provides belonging for marginalized people.
- Humbling for majority culture participants.

#### **At ARLT...**

- The depth of authentic dialogue is unequalled.
- We speak a different language.
- We network to learn more.
- Key members of CHS come together to represent CHS.
- We've developed a community and a comfortableness with others that changes the nature of the conversations (discussions are deeper and the topics are different).
- There is an absence of hierarchy; a different way of agency direction.
- The work speaks for itself.
- We become teachers.
- We learn how to become a learner.
- We learn more about coworkers than normal.

#### **What I like most about ARLT...**

- Being with a group that is committed to dismantling racism; the peer contact.
- Having a common analysis of antiracism work.
- It has changed me; I recognize things I didn't use to; I'm a different person.
- I enjoy the diversity of the group.
- Building new relationships.
- Creating allies; gives hope to do the work.
- Being systematic; there is strength in numbers.
- Members share the same passion.
- People are willing to talk about a sensitive topic.
- Personal growth through conversation, openness, and sharing on a complicated and difficult topic.