

# ANTI-RACISM FUNDAMENTALS

## A pre-requisite\* to DCA's Understanding Anti-Racism at Work Training

The Australian workforce today includes individuals from diverse racial backgrounds. Yet Australian society has not equipped many of us with the racial literacy and skills we need to talk about race in an informed and meaningful way, let alone – allow us to identify and respond to racism.

This fundamentals program introduces participants to the key and central concepts required for any meaningful conversations about racism at work. This suggested pre-requisite program defines key concepts, outlines the building blocks to understanding racism, and starts the conversation about what we need to do, learn and be to become anti-racist.

This program is essential for any organisation that wishes to understand and address racism at work. It is recommended that this program be followed by DCA's *Understanding Anti-Racism at Work* training.

### Contents

This is a 2-hour program which can be delivered virtually or face-to-face.

All DCA programs begin with an Acknowledgement of Country, expectations and learning outcomes, guidelines for participation, substantive content/materials, and end with time for Q&A.

#### Learning Outcomes:

- Increase capability for continual reflections on one's own racialisation
- Identify foundational knowledge to develop racial literacy
- Understand the foundations of what racism is, including how it manifests in workplaces and how to address it (anti-racism)

#### Program Overview:

**Part 1:** Reflecting on race

**Part 2:** Principles for understanding racism at work

**Part 3:** Introducing key concepts and definitions

**Part 4:** What next to learn, be and become anti-racist

### Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

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## Learner Profile

This program is recommended as a pre-requisite for anyone undertaking or wishing to undertake anti-racism training. It is suitable for employees from any organisation type, sector, industry or level. This program does not assume any prior subject knowledge.

*\*If your organisation has completed alternate, or additional anti-racism training, please contact us as we may be able to book you into the graduated Understanding Anti-Racism at Work training program.*

## Facilitators

Experienced DCA Facilitators deliver this program face-to-face or online.  
[View our current panel.](#)

## Pricing and Format

### DCA Member rates (incl. GST):

Delivery Method	Program duration	Price (max of 30 participants)
Face-to-Face	2-hours	\$4,000
Virtual	2-hours	\$3,500

### Non-Member rates (incl. GST):

Delivery Method	Program duration	Price (max of 30 participants)
Face-to-Face	2-hours	\$5,500
Virtual	2-hours	\$5,000

To encourage maximum learner participation, we recommend limiting groups to no more than 30 per program. Up to 10 extra employees can attend, however, this incurs an additional participant surcharge of \$500.00 incl. GST per program.

## Next Steps

**To send through an expression of interest:** Please complete our [program EOI form](#). Alternatively, email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

**To proceed with the booking process:** Please contact DCA's Knowledge Program Team – email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

## Program FAQs

See our DCA [Knowledge Program FAQs page](#) for more information.