

# Anti-Racism Statement



**Strengthening. Supporting. Changing.**

## How do we understand racism?



- Racism is systemic, meaning that it exists everywhere and is expressed in explicit and/or unintended actions, which labels individuals into groups and status.
- The power and privileges that individuals hold influence the different ways racism affects them.
- Experiencing racism hurts us in many ways and reduces our sense of safety. It has long lasting effects on our mind and body.
- The trauma that is experienced from racism is always significant and affects individuals and their communities in many ways.

## What are we doing for clients?

- We commit to holding a space where a racist experience can be expressed with its authentic emotional experience.
- We are a place where we take a stance of cultural humility into our collective practice to create a safer space where racism is addressed in its true form.
- Our organisation works to identify and acknowledge racism and endeavours to address the conflicts that arise.



## What are we doing for our staff?

- Our organisation remains mindful of recognizing racism and addressing conflicts which may arise.
- We actively seek racially diverse individuals to join our team.
- We encourage a diversity of work styles within our group.
- When matching a client with a counsellor, we consider the uniqueness of all involved (such as cultural background, ethnicity).
- Internal resources are devoted to developing shared goals, teamwork, and sharing skills and knowledge.
- We consider racial diversity in all TCG processes to understand, build and share power (link to wheel of power). Voices of people who are most affected by racism are included.



## In action

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