

ARJ- Case Study: Staff Training

Your Affiliate has been participating in Anti-Racist training for the entire staff. Not all the staff think it is necessary to do this training because the majority of your membership is white. After a ½ day training dealing with micro-aggressions, you overhear two colleagues discussing it by the water cooler. One colleague states that “attending these trainings are a waste of time, and since it doesn’t impact their job directly, they shouldn’t have to attend”.

Table Work: From your perspective (affinity group identification)

1. Identify the problem or problems posed by the case
 - a. What does this scenario look like if you are an Actor?
 - b. What does this scenario look like if you are an Ally?
 - c. What does this scenario look like if you are an Accomplice?
2. Take stock of varying perspectives
 - a. Think about how this scenario affects you personally?
 - b. In turn, how does that inform your response?
 - c. Think about how this scenario would impact you if you are a BIPOC staff person?
3. Consider possible challenges and opportunities
 - a. Think about how you would represent this employee.
 - b. Think about how you could support/educate this employee? Or could you?
4. Imagine equitable outcomes (beyond the individual member)
5. Brainstorm immediate short-term response
6. Brainstorm longer-term policy and practice adjustments
7. Craft a plan of action
 - a. How could this be addressed through bargaining?
 - b. How could this be addressed through local leader training?
 - c. How can the affiliate be better prepared to address the impact of racist acts on staff members?