



Anti-Racism & Hate Crime Workshop

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Session Aims & Goals

By the end of this session you will:

- Analyze the current state of Racism and Diversity within your organisation
- Define specific anti-racism goals
- Identify and revise policies
- A better understanding of what Hate Crime is

What is 'anti-racism'?

Definition of Racism (Merriam-Webster Dictionary):

A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

But what is *anti-racism*?

Anti-Racism is the practice of actively identifying and opposing racism. The goal of anti-racism is to actively change policies, behaviors, and beliefs that perpetuate racist ideas and actions.

What is 'hate crime'?

Any crime which is perceived by the victim or any other person, to be motivated (wholly or partly) by malice and ill-will toward a social group.

Examples: Physical assault

Verbal abuse

Damage property

Types of Hate Crime: Racism, Homophobia, Transphobia, Religious Prejudice, Disability Prejudice

Your Organisation

**What can your organisation
do to combat racism?**

Your Organisation

Some suggestions are:

1. Have policies in place.
2. Training.
3. Set goals

The Effects of Racism



<https://youtu.be/UIz6W9cl1Ds?si=buOc7d9R2mz4zVUD>

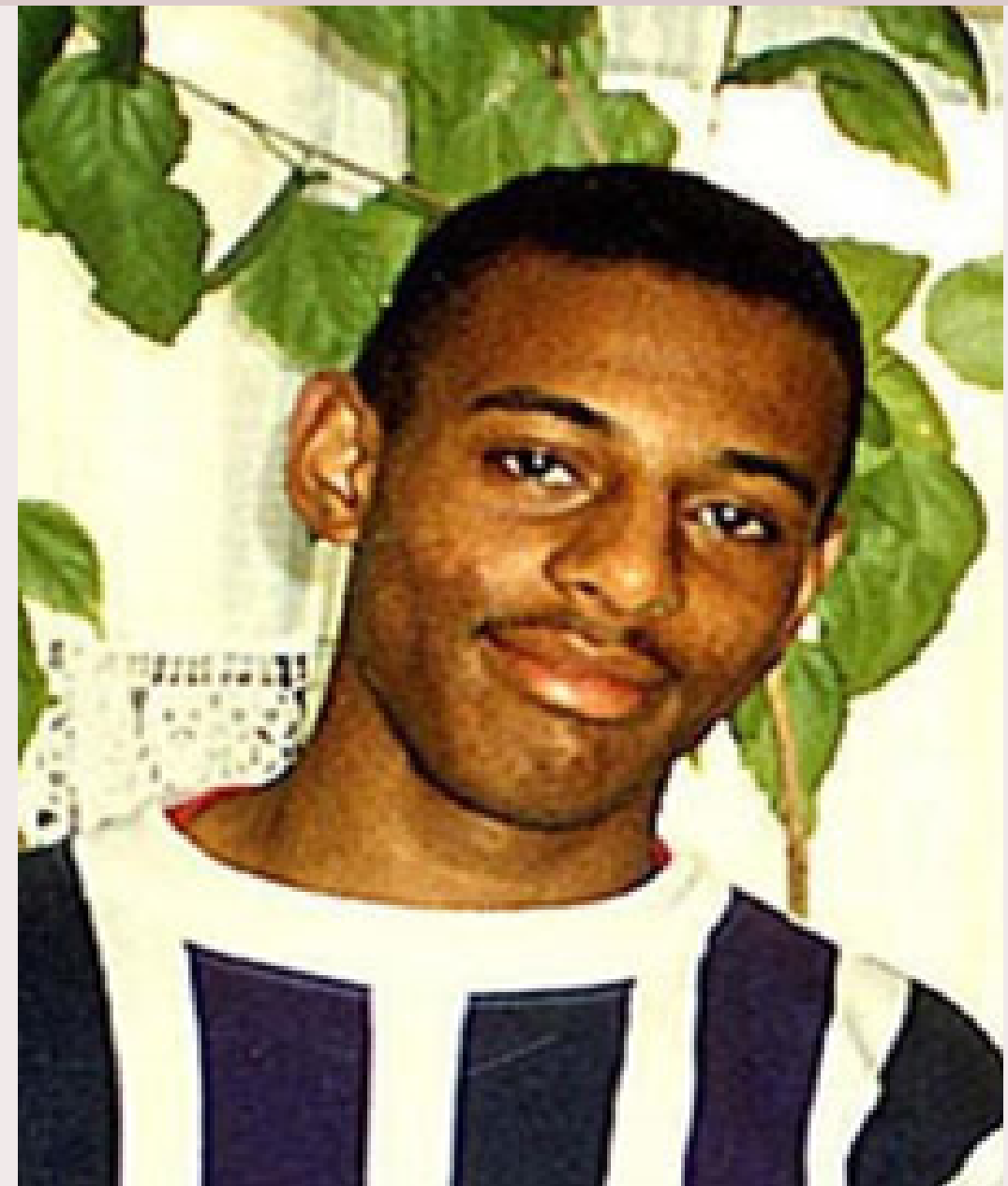
What are your goals?

1. Understand what racism is, as a team, and have a zero tolerance policy - no slang words, jokes, or comments.
2. Responsibility - Ensure that there are people responsible for overseeing that this is on the agenda, ensuring there is accountability for change, taking ownership of recognising the culture you set, and having regular training and workshops to help you become more confident.
3. Talking about racism in the workplace should not be reluctant or uncomfortable because people should feel equipped to say something without offending others. Equip leaders and create an environment for the team where they can share an experience in many ways, based on the work culture, which can be anonymous, language, support, and safe spaces.
4. Equip people with what is comfortable to talk about.

Example of Racist Hate Crimes

Racially motivated murder of black teenager Stephen Lawrence

Stephen and his friend were awaiting a bus home when a group of white youths appeared on the opposite side of the road. One of the youths called out “what, what nigger?” The group crossed the road and stabbed Stephen twice on the front of his body to the chest and arm.



Case Study


Look at Case Study 1

In groups, discuss a potential action plan if you were:

- Middle Management

Action Plan

What actions would you like to see your team and organisation take moving forward?



“ When we commit to understanding, confronting, and addressing racism, we build a stronger, fairer, and more united organisation. ”