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MACQUARIE
University
SYDNEY · AUSTRALIA

Responding to racism, racial bias or discrimination

It is everyone's responsibility to make sure Macquarie is an inclusive place to work and study, so we can't allow racism to go unnoticed and unchallenged.

RACISM AND ITS IMPACTS

Racism can be obvious and explicit, such as verbal abuse (eg name-calling) or physical abuse, but it can also be subtle. A large body of research has shown the many ways in which racial bias and negative stereotypes can appear. Examples include being excluded from informal or formal networks; being more likely to be interrupted in meetings; being judged unprofessionally on work quality; or being less likely to be offered a job based on race, cultural background or religion. These behaviours may be deliberate or unconscious. Explicit and subtle forms of racism have wide-reaching impacts including stress, anxiety, feeling isolated, decreased wellbeing, negative workplace culture and increased staff turnover.

WHAT YOU CAN DO IF YOU WITNESS RACISM

Take action. Responding to racism, racial bias or discrimination can be hard, but research suggests that doing something is far better than taking no action at all. Our actions have consequences – doing nothing can normalise racist or discriminatory behaviour, but taking action can challenge and stop the behaviour. The model on the next page provides four best practice approaches on how to intervene when you witness racism, racial bias or discrimination.

If you experience racism on or off campus, there are several support and reporting options available:

SUPPORT

You can contact the **Employee Assistance Program** for confidential advice and support, or discuss support options with your manager or your **HR representative**.

REPORT

You can raise a concern or report your experience to your manager, your **HR representative** or the **Workplace Diversity and Inclusion Team**.

If a colleague or student experiences racism:

LISTEN

Take the person's experience seriously. Too often, experiences of racism or discrimination are dismissed as overreacting. Listen, learn, empathise and validate the person's experience.

SIGNPOST

Direct students to these **support and reporting options**.

For information or advice, contact **workplacediversityinclusion@mq.ed.au**



MODEL FOR RESPONDING TO RACISM, RACIAL BIAS OR DISCRIMINATION

DIRECT

- Directly intervene.
- Call out inappropriate behaviour or comments.
- Use 'I' statements, for example, 'I heard'.

DELAY

- Delay intervention until after the event.
- Speak to the victim to check they're OK.
- Speak to the perpetrator and discuss what you heard or saw, and why it's inappropriate.

DELEGATE

- Inform someone else about the inappropriate behaviour.
- Report to HR, your manager, the Workplace Diversity and Inclusion Team or via the staff complaints process.
- If you're a leader or senior manager, delegating isn't an appropriate option.

DISTRACT

- Interrupt the conversation.
- Move the focus away from the victim.
- Talk directly to the victim and change the subject.