# Becoming an anti-racist practitioner

**Session 3**

**Richard Bryce - March 2025**

Midlothian CLLE — Communities, Lifelong Learning and Employability

# Session Objectives

- Convert research insights into targeted anti-racist strategies.

- Develop action plans for dismantling local racial inequalities.

- Establish accountability structures and next step

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# Check-In & Research Recap

- **Questions to Consider:**

- What did you learn from your mini-research?

- Did you encounter any surprises or challenges?

- **Group Share:**

- Invite a few participants to briefly summarise their key findings.

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# Translating Research into Action

- **Identify the Core issue**

- Summarise the issue in 1–2 sentences.

- **Possible Strategies**

- Policy advocacy, community organising, workshops, partnerships, etc.

- **Remember Intersectionality**

- Consider how in your core issue how race intersects with gender, class, disability, etc.

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# Action Plan Template

- **Goals & Objectives**

- What do you want to change or improve?

- **Key Stakeholders**

- Who needs to be involved?

- **Activities & Tactics**

- Detailed steps to achieve each goal.

- **Timeline & Milestones**

- When will each step happen?

- **Resources Needed**

- Funding, partnerships, materials.

- **Metrics for Success**

- Quantitative or qualitative measures to gauge progress.

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# Individual/Group Work on Action Plans

- **Activity:**

- Spend 15–20 minutes drafting or refining your plan.

- **Facilitator Support:**

- Facilitator will answer any questions, give feedback.

- **Tip:**

- Remember to set *SMART* goals (Specific, Measurable, Achievable, Relevant, Time-bound).

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# Peer Review & Feedback

- **Small-Group Sharing**

- Present your action plan to a peer or small group.

- **Feedback Questions**

- Is the plan realistic?

- Are the goals and timelines clear?

- Have we considered intersectionality and potential barriers?

# Commitment & Sustainability

- **Immediate Next Steps**

- Each participant commits to 1–2 near-term actions (within a week or month).

- **Longer-Term Sustainability**

- Accountability groups, follow-up calls, online forums.

- **Maintaining Momentum**

- Revisit metrics regularly, celebrate small wins, adapt as needed.

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