

## Racism Policy & Procedures

***Inspiring Training Academy has a zero tolerance for racism and a commitment to fostering a diverse and inclusive environment***

- ITA defines racism based on race, ethnicity and or cultural background.

Racism encompasses beliefs, attitudes, actions, and systems that discriminate against or marginalize individuals or groups based on their race or ethnicity. It can manifest in various forms, including:

**Explicit Racism:** Openly expressing discriminatory beliefs or attitudes towards individuals or groups based on their race.

**Implicit Racism:** Unconscious biases that affect perceptions, decisions, and behaviours towards people of different racial or ethnic backgrounds.

**Cultural Stereotypes:** Stereotypical portrayals or assumptions about certain racial or ethnic groups that reinforce negative perceptions or contribute to discrimination.

**Cultural Appropriation:** Adoption or use of elements of one culture by members of another culture without acknowledgment or respect, often reinforcing power imbalances.

**Microaggressions:** Subtle, often unintentional, verbal or nonverbal behaviours that convey discriminatory attitudes towards marginalized groups.

**Hate Speech:** Verbal expressions of hatred or contempt towards individuals or groups based on their race or ethnicity.

- ITA’s policy complies with relevant laws and regulations (e.g., anti-discrimination laws) and aligns with ethical standards.
- ITA Racism policy applies to all staff members, students, clients, and volunteers.
- ITA has very clear outlines on how a student / staff member can issue a complaint on any racism received or viewed, these reporting steps can be found in the student handbook available to all via [www.inspiringbeauty.com.au](http://www.inspiringbeauty.com.au) or through our administration team.

**Support for victims of racism:** ITA management will offer any student or staff member who falls victim to racism advise on professional counselling outlets

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Approved by	Robyn Bartley PEO	Version	1.0
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<https://headspace.org.au/online-and-phone-support/>



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- ITA will mediate with the perpetrator and offer training and awareness, should another incident occur immediate expulsion will occur.
- ITA will throughout the students training year create awareness to understanding different cultures and foster a respectful work environment to all.
- ITA staff members and trainers will lead by example to exemplify anti-racist behaviours and actively support diverse equity and inclusion initiatives, this information can be found on our annual Cultural Awareness calendar.
- ITA management annually review our racism policy and procedures to ensure they remain relevant and effective
- ITA staff members and management engage with external organisations and communities to collaborate on anti-racism initiatives such as students being involved volunteering services to aboriginal cultural events.
- ITA staff members foster a culture of continuous learning and improvement regarding diverse equity inclusion, encouraging dialogue and innovation in addressing racism promoting a more equitable and inclusive workplace culture.

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