

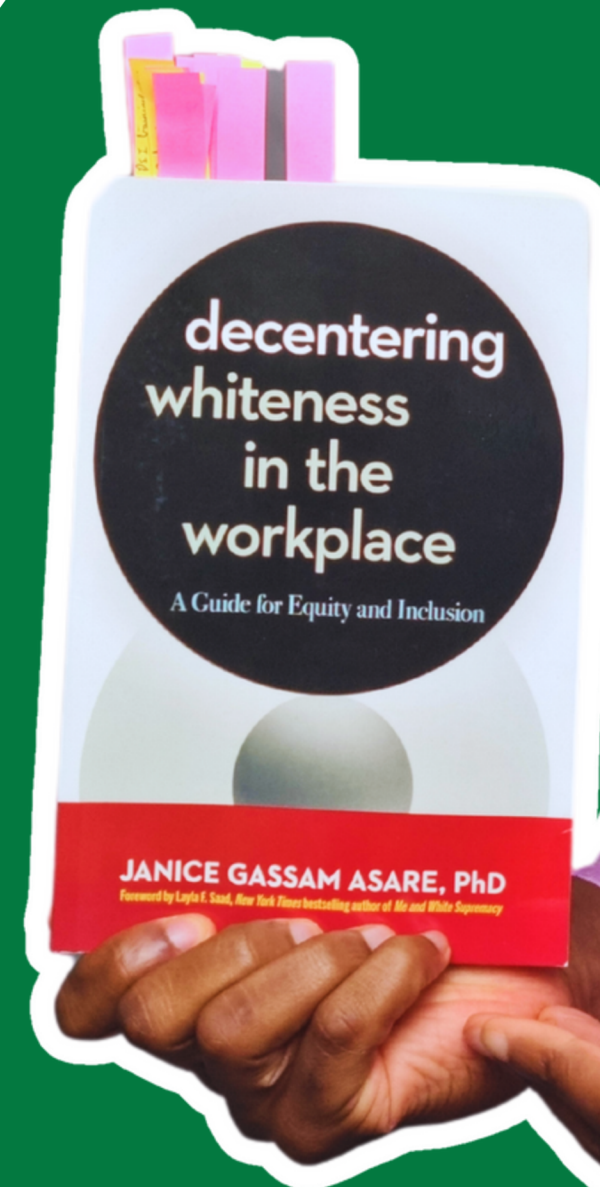
3 Key Takeaways from **Decentering whiteness in the workplace**

by Dr Janice Gassam Asare



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1. Identify who you are trying to help

In professional work our **'target audience'** needs to be identified explicitly. We typically default to a white-presenting, fluent-english speaking, christian holiday celebrating male or married female. **To ensure we incorporate all of the members of our community we must explicitly include and identify them in our work.**

2. Policies, systems, and practices are where meaningful change happens

Systemic change **beyond the opinions and dispositions of individuals** who may change over time is the goal. Establishing systemic change with **formalised accountability and inclusive transparency leads to increased equity** – check out Dr Asare's great examples and actions to take.

3. Start with the most marginalised and everyone will benefit

Centering marginalised identities and ensuring they can access all your initiatives will break down discriminatory systems to the benefit of all in the community. Using a **triage method** ensures the greatest outcomes for everyone without loss for others.



**Do any of these
takeaways resonate
with you?**

**Share your experience in
the comments.**

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