

Evidence-informed practices for anti-racism in government

**Becoming an anti-racist organisation isn't easy, but
these ideas may help**

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Internal

Based on our review of research from behavioural science and other relevant fields, we suggest the following strategies to build anti-racism into your organisation.

Establish goals or targets around diversity

Clear targets - and data collection practices to back them up - provide benchmarks for success and transparency, which is critical to advance anti-racism.

For example, a goal could be to ensure that organisational leaders reflect the specific demographics of the general population.

Audits of hiring processes and pipelines can help determine where targets are needed and how to allocate resources to make progress.



Appoint a diversity manager and/or task force

Designating a person or group to identify anti-racist strategies, review progress on a regular basis, and hold others accountable, can help organisations become more diverse and equitable.

However, in order to do their job effectively, **diversity managers must have the support of leadership plus adequate resources and authority.**



Use behaviourally-based criteria for hiring and promotion

Skill-based tasks and transparent criteria which are based on behaviours, such as the use of rubrics or rating scales, may help reduce bias in talent management decisions (selection and hiring).

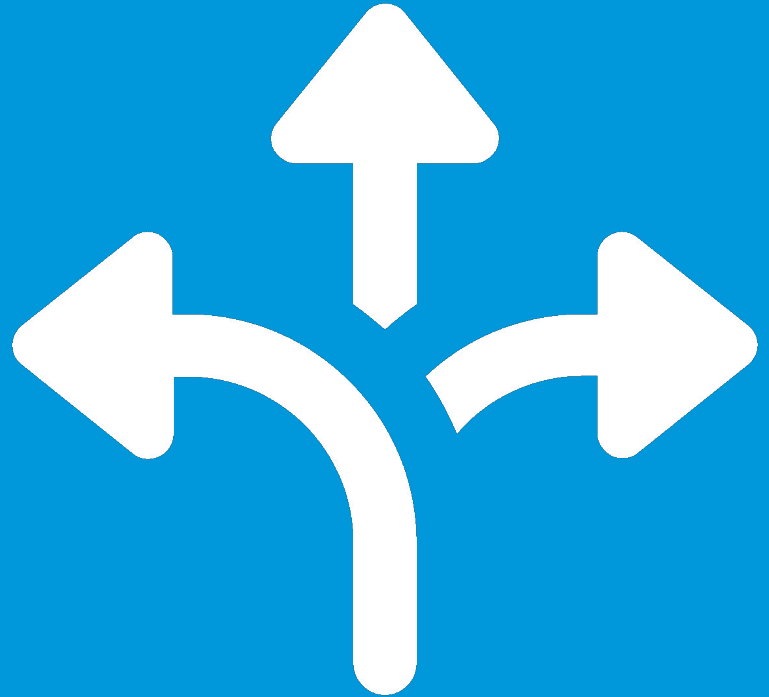
Consider “opt-out” models for promotions - these automatically review employees for advancement, in contrast to more traditional “opt-in” models.



Use defaults to promote flexible work

Offer flexible work options, such as remote work, in job advertisements and treat flexibility as the “default”.

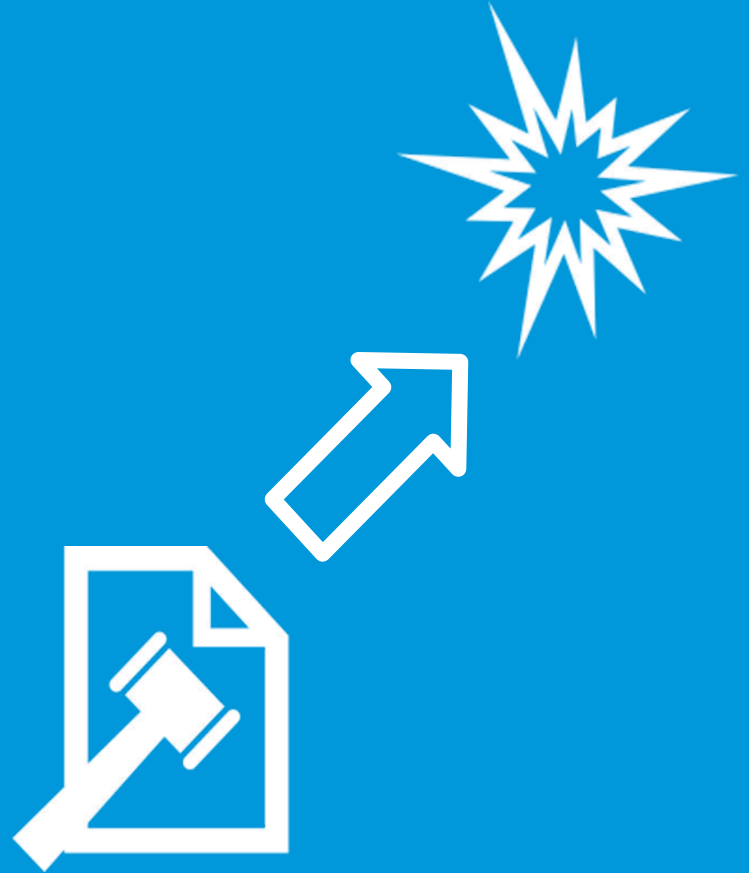
Actively promote and demonstrate support for flexible work options, including parental / caregiver leave, within the workplace.



Make institutional changes that last

Many anti-racist initiatives target individual or interpersonal racist behaviour. While this is important, it **can be more impactful – and more sustainable – to implement policy changes across your organisation.**

People's behaviours are shaped by their environment. **If the environment reinforces the status quo, sustaining new, anti-racist behaviours will be more difficult.**



External

Beyond being anti-racist as an organisation, it is key to ensure anti-racism is embedded in your work. The following practices can be an important start.

Ensure that racial equity is an explicit priority from the start

‘Colour-blind’ efforts that downplay race or remove it from decision-making can perpetuate racism because they ignore **the reality of how decisions can affect groups differently.**

Ensuring that anti-racism goals are clearly defined from the beginning of your policy project will help set the course for stronger outcomes for all. Policies that support Black and Indigenous people support everyone.



Prioritise voices that have been historically excluded in research

When developing or advising on policies, it's critical to [incorporate the perspectives of those who the policy will impact most](#). This first-hand expertise is invaluable and will lead to more innovative and effective policies.

Be sure to compensate people appropriately for their time and effort



Consider how a policy will affect different groups

There is no such thing as a racially neutral policy. Every single one comes with consequences that can affect people differently depending on their race, gender, age, and more.

Examining differential impacts (both intended and unintended) of policy initiatives is vital to anti-racist policy advising.

[Using disaggregated data can help you pinpoint outcome disparities for certain groups](#)





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