



ASSOCIATION OF PROFESSIONALS IN FAO

Why talk about Racism in the United Nations



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Ntsiki Ndumela
10 October 2023, Rome

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6:56

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STELLENBOCH UNIVERSITY CHOIR

**Welcome by the FICSA General
Secretary**



Agenda

- Welcome and Background - Cosimo
- Setting the Context – Ntsiki
- Lived Experience - Wadzi
- Institutional and Systemic Racism
- Group Discussion
- Plenary
- Closure

Setting the Context

The significant problems we face cannot be solved at the level of thinking with which the problem is created

— Albert Einstein



To Increase our awareness, we Need to slow down

The range of what we think and do is limited by what we fail to notice and because we fail to notice that we fail to notice, there is little we can do to change until we notice how failing to notice, shapes our thoughts and deeds

— R D Laing

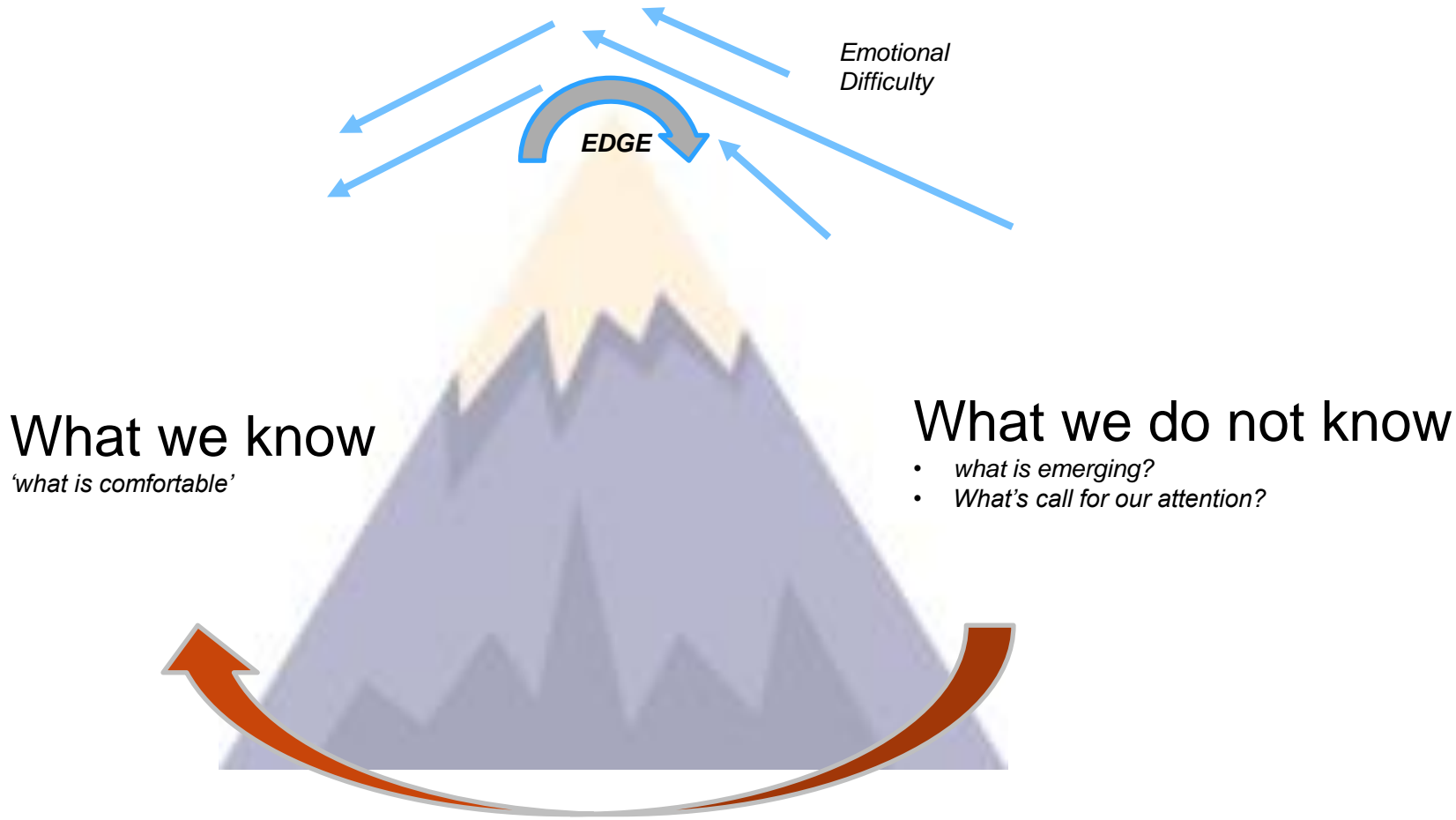
Understanding The Change, We need to Make

WHAT IS AN EDGE?

Something which you **cannot** bring yourself to **say**, to **think**, to **do**, to **feel** or to **look** at

- Edges are areas of growth

– *Arnold Mindell*

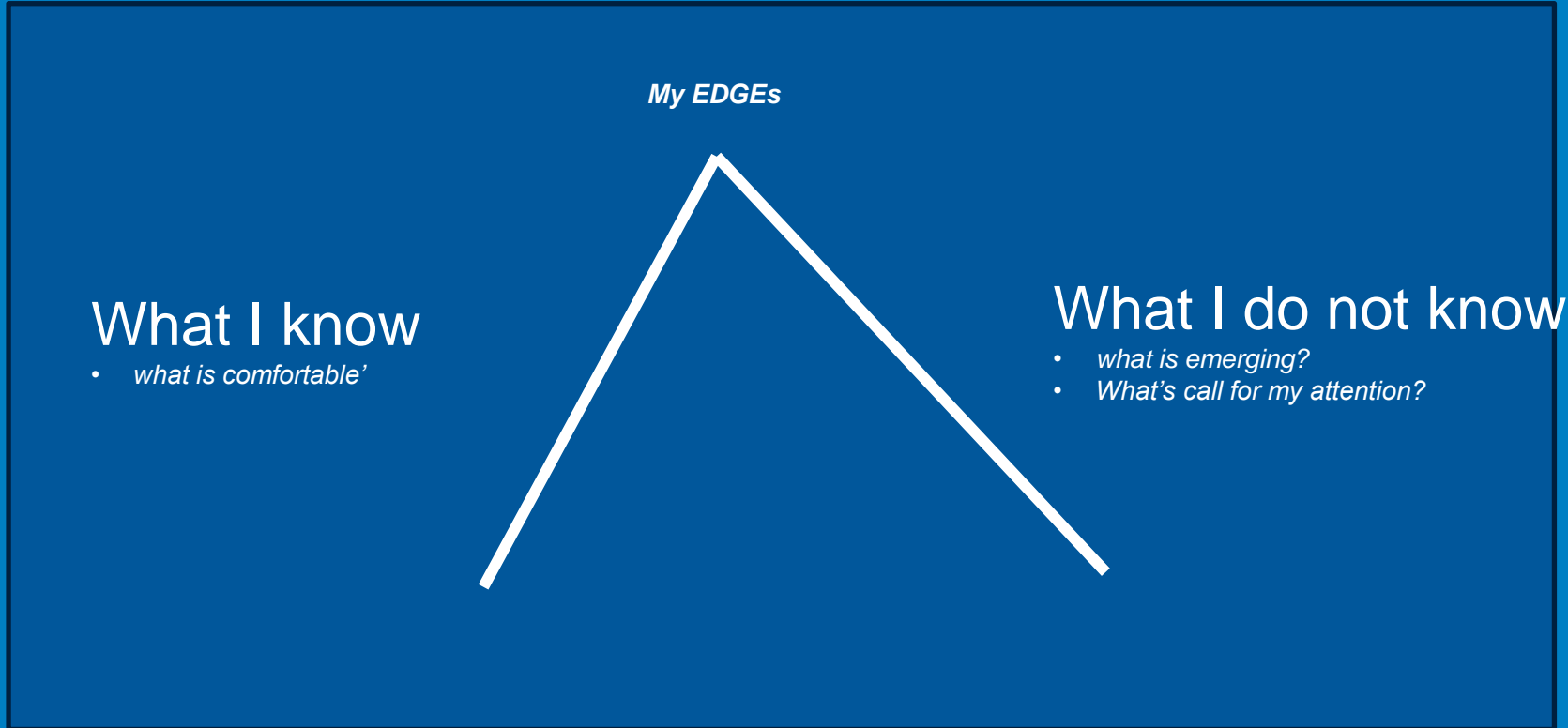


What we know
'what is comfortable'

What we do not know

- what is emerging?
- What's call for our attention?

Individual Reflection



Lived Experience of Racism



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Feelings

Effects



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https://www.linkedin.com/posts/lis-london-interdisciplinary-school_barbie-ai-midjourney-ugcPost-7093200997132423168-MLph?utm_source=share&utm_medium=member_desktop

- Black women leaders. The findings of the LeanIn.Org and McKinsey & Company reveal a disturbingly consistent trend among over 40,000 employees surveyed.
- - 20% of Black women leaders experienced “having someone say or imply that you’re not qualified” compared to 12% for all women and 6% for all men
- - 38% of Black women leaders experienced “being mistaken for someone at a lower level” compared to 26% for all women and 13% for all men
- - 55% of Black women leaders experienced “having your judgement questioned” compared to 39% for all women and 28% for all men. <https://lnkd.in/djhnJ8MJ>



Invisible

Humiliated

Stigmatised

Stifles creativity



badly treated
sometimes publicly

Toxic Workplace

work under the
leadership of people who
know less than me

Disengagement,

Lack of psychological safety

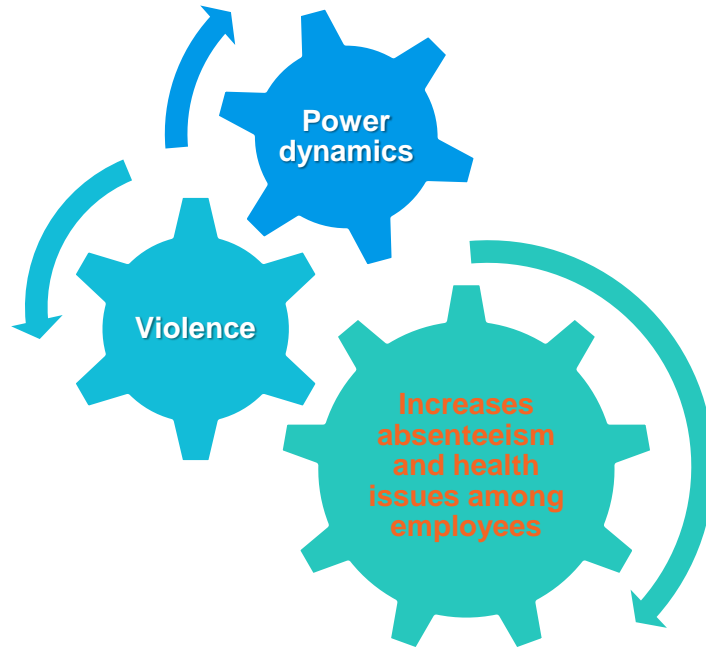
kept out of the loop

Lower productivity, high staff
turnover



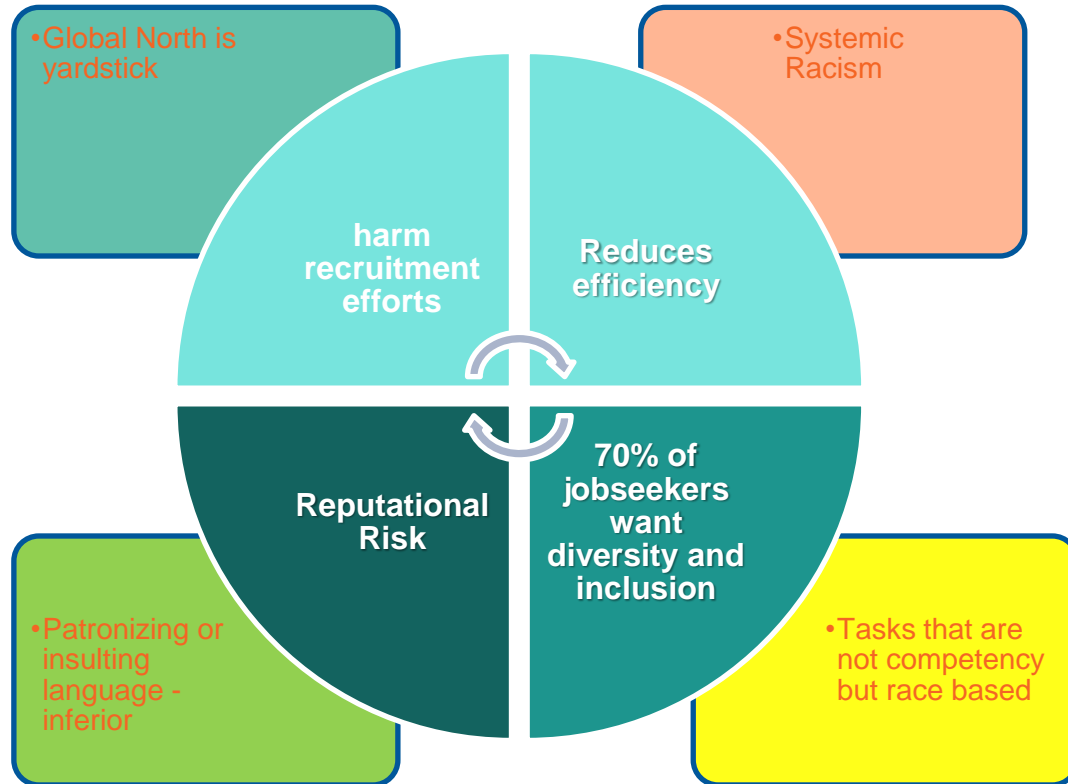


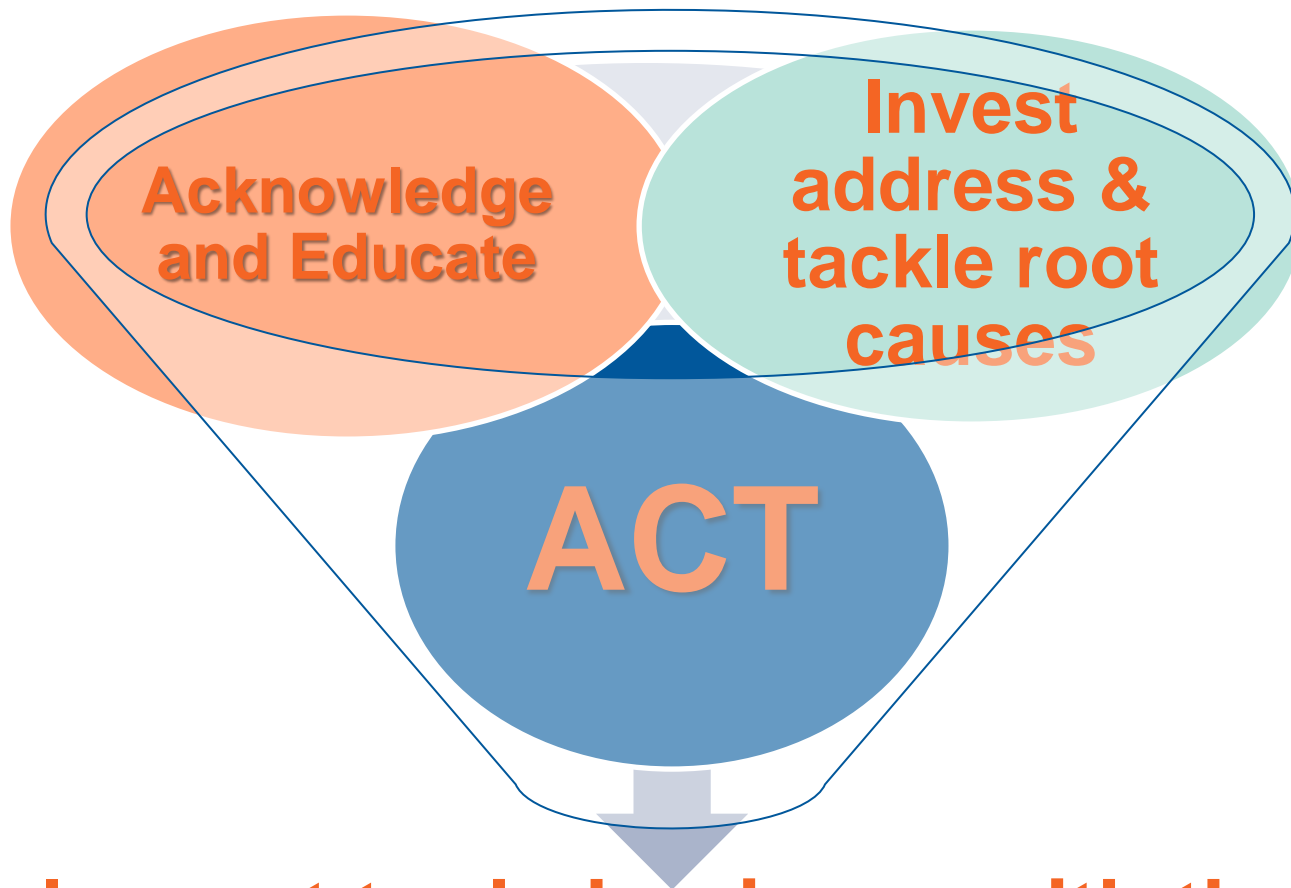
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**People want to do business with the UN
because it is anti-racist**



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THANK YOU - NDINOTENDA



Institutional and Systemic Racism Unpacked

Institutional racism is based on the assumptions that it is **UNCONSCIOUS**, but instead is **SYSTEMIC** and embedded in procedures, policies, beliefs, and practices that result in, allow, and perpetuate inequitable treatment, discrimination, and othering

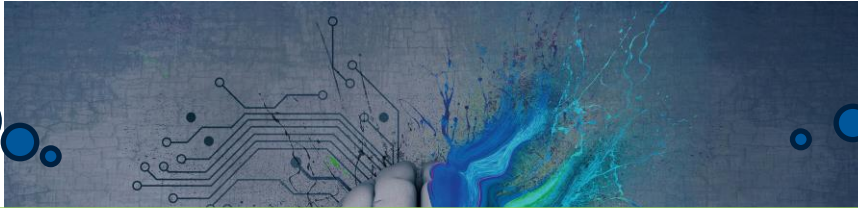




Structural Racism



Institutional Racism



Systemic Racism is the ***flow*** in practices, policies, procedures, beliefs, attitudes, behaviours ***from one organisational process to another and the organisational culture*** that supports that racial arrangement



Interpersonal Racism



Internalised Racism





Actually Lou, I think it was more than my being in the right place at the right time. I think it was my being the right race, the right religion, the right sex, the right socio-economic group, having the right accent, the right clothes, going to the right schools....

In Groups and Out Groups

DOMINANT VOICES MAINSTREAM

- Everything's ok
- Let's move on
- Let's be positive
- Telling
- Collusion and blindness

UNHEARD & MARGINALISED

- Everything's NOT ok
- I am poorly treated
- Glass ceiling remains
- Exclusion from participation
- Unheard
- Sexism/racism
- Prejudice

Styles of Communication

MAINSTREAM

- Western Culture
- Verbal
- Linear

MARGINALISED

- Non -Linear
- Chaotic
- Angry
- Quiet

EXAMPLE:

How rank, power, privilege, consciously and unconsciously silence:

- **minority voices**
- **outside group/individuals**
- **what feels uncomfortable**

STELLENBOSCH UNIVERSITY

Black Students asked Everyone to **#LUISTER** [Listen] to how this former Apartheid University still has the remnants of racism.

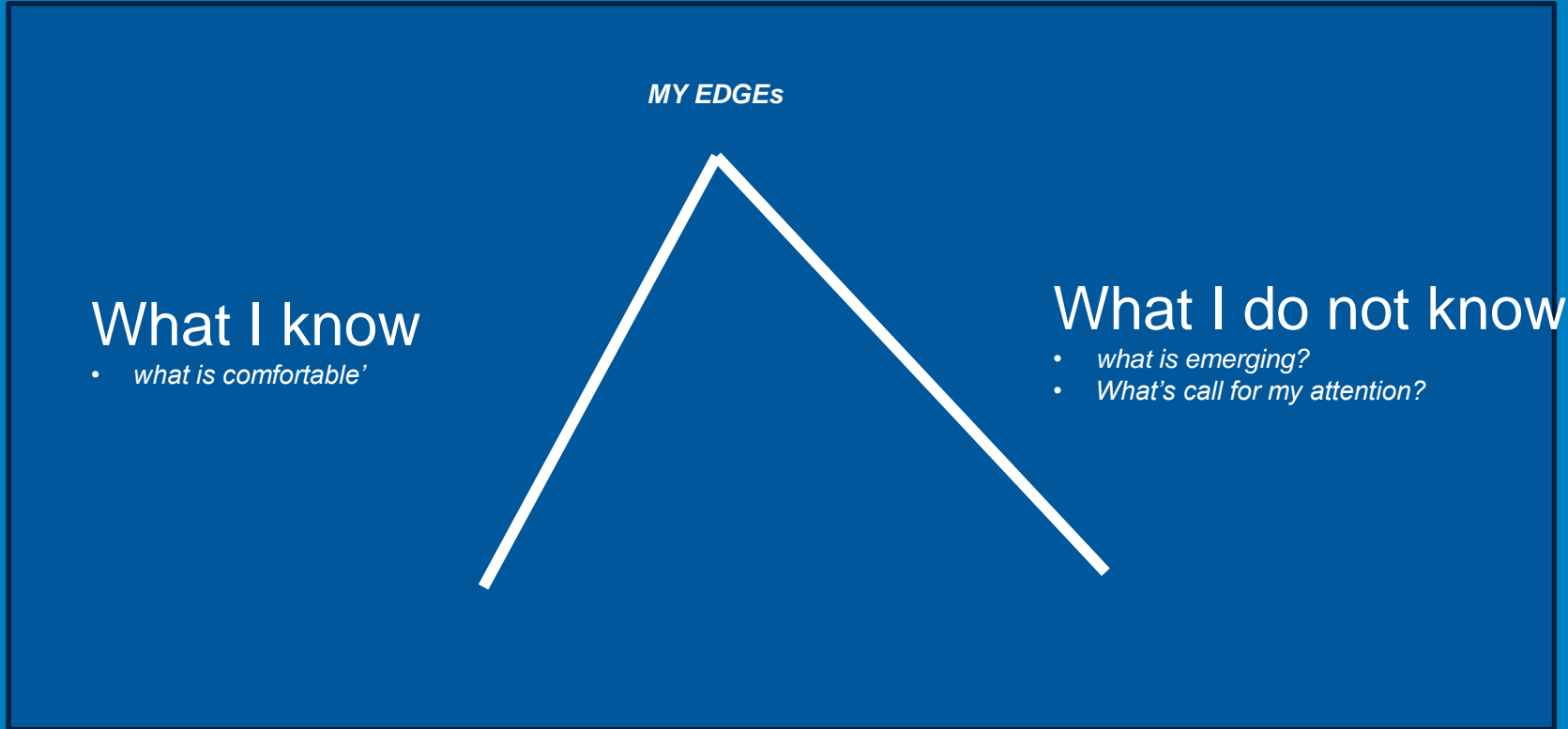
White Students response is **#WHEREISTHELOVE**

White Privilege Silences Black Pain



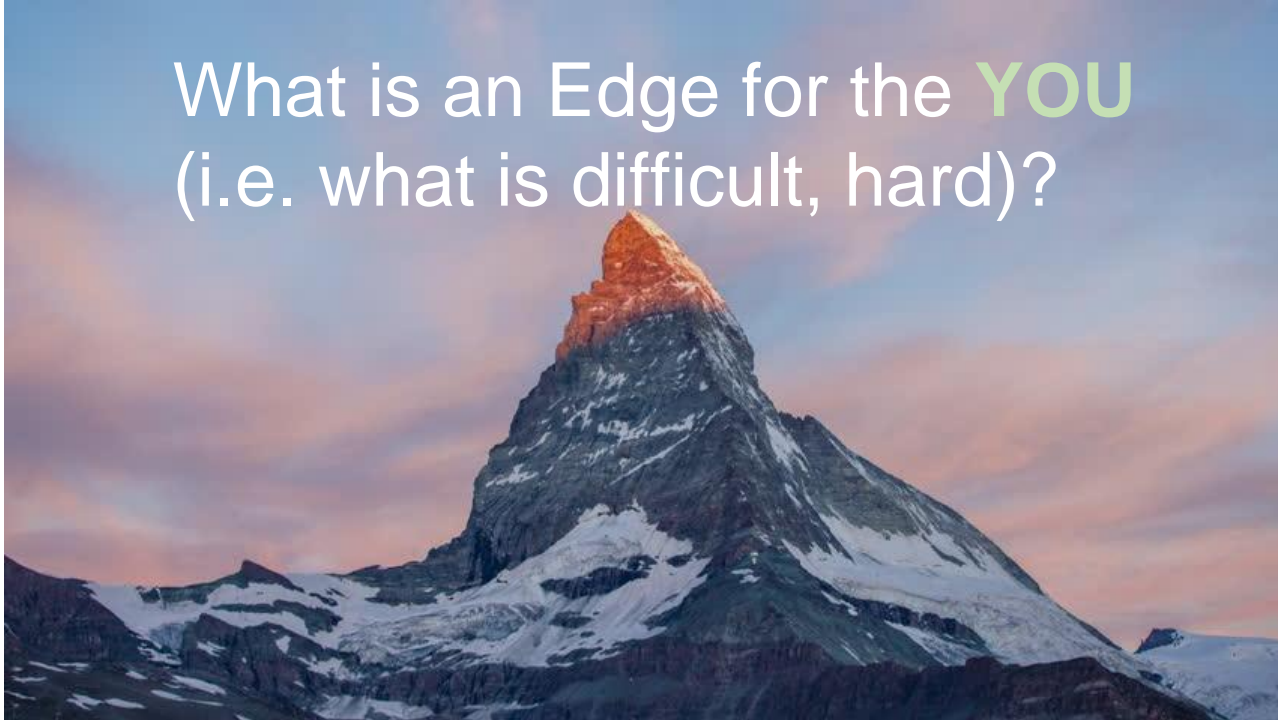
Reflection & Plenary Discussion

Reflection



GROUP DISCUSSION

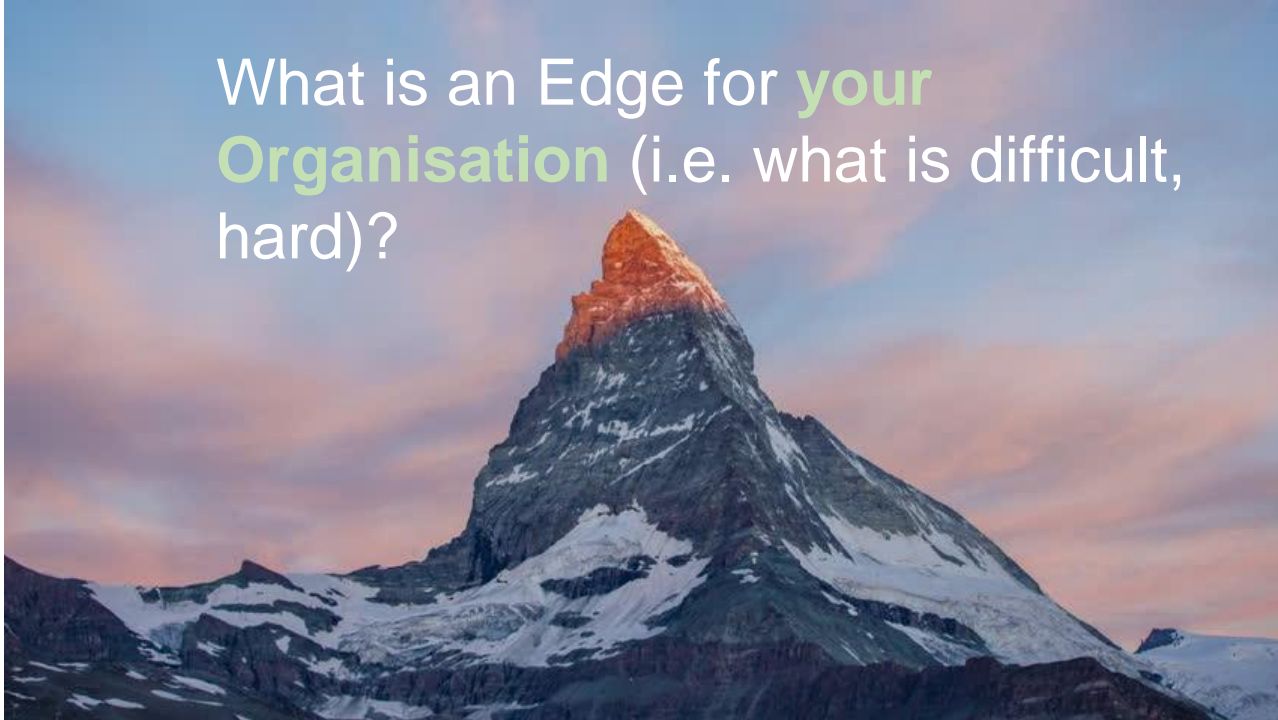
What is an Edge for the **YOU**
(i.e. what is difficult, hard)?



Something which you **cannot** bring yourself to **say**, to **think**, to **do**, to **feel** or to **look** at

GROUP DISCUSSION

What is an Edge for **your Organisation** (i.e. what is difficult, hard)?



Something which you **cannot** bring yourself to **say**, to **think**, to **do**, to **feel** or to **look** at

