

What are Racial Microaggressions?

Microaggressions have been defined "as everyday slights, indignities, put downs and insults that people of colour, women, LGBT populations or those who are marginalised experiences" Derald Sue. Microaggressions are hard to track, trace and evidence. People from majority groups rarely see them as problematic. The problem is that these slights, put-downs or indignities can chip away, causing emotional wounds that frequently get re-opened over a life time and the effects are cumulative. These incidences may be 'small' to the perpetrator but constant examples of this behaviour can leave people of minoritised racial groups feeling a culmination of fear, stress anxiety and depression.

Micro Insults

Subtle, non verbal communications that convey rudeness, unapproachability or insensitivity that demean a persons racial heritage or identity. They can be under cover and hard to explain to a person of a majority group, as they are often said or enacted with an air of arrogance or ignorance and are often fleeting. e.g. **"I believe the most qualified person should get the job, regardless of race"** when referring to a positive action effort, implying that people from racially minoritised groups aren't as intelligent or they only got through due to affirmative action , not on merit.

e.g 2) **"I'm surprised that many of our staff have British passports"** (a director said this to me when management were completing a right to work check). The assumption: based on the multicultural nature of the staff that they couldn't all be British.

Mirco insults can be non verbal e.g. not giving eye contact or turning their back when they are being spoken to by someone from a racially minoritised group (happened to me at an assessment centre).



Micro Assaults

'Old fashioned', direct racism, explicit in nature, usually verbal or non verbal attacks which intend to harm. **E.g) name calling, avoidant behaviour or purposefully discriminating against someone because of their race. E.g. referring to someone as coloured, oriental or a funny tinge (as ex labour MP Angela Smith did, live on Air), deliberately ignoring a Black person if working in a customer service role and serving a white person first.** For a person to act in such a way they must feel safe enough to do so, so questinnig if you see hear or sense such behaviour as a by stander might be appropriate.

Micro Invalidation

Invalidating someone when they think or feel they have been discriminated against. **e.g. 'you're being over sensitive' 'it's not helpful to make everything about race'(a comment I had on LinkedIn) 'stop playing the race card' 'we are all part of the same race... the human race' 'it's a stereotype to say all white people are racist'**

This behaviour is gaslighting, essentially blaming the victim of racial abuse or positing that they are imagining or blowing things out of proportion; when they have a valid and legitimate reason to feel hurt and offended.

What is Racial Trauma?

Robert T. Carter (2007) defined racial trauma as feelings of danger related to real or perceived danger associated with racial discrimination. These can include threats or actual harm, injury, humiliating or shaming events and witnessing harm to other people from racially marginalised groups. Racial trauma includes the cumulative effects of racism on psychical and mental health. An incident by itself may not have an affect, but constant micro-aggressions, covert or deliberate racist acts add up. As we have seen, racism isn't about just individual, person-to-person brand of discrimination, it includes policies, practices, institutions and structures that create and maintain unequal positions of racial groups.

Race - Based Traumatic Stress Model (Carter 2007)

Traumatic response to stress following a racist encounter. Those from racial minoritised groups who experience race based discrimination as traumatic have responses similar to those who have PTSD. Not everyone from a racially minoritised group will perceive a racist incident the same and some will not experience trauma. Trauma can lead to negative outcomes cumulatively including psychological and physical symptoms. individual racism can lead to stress, anxiety, depression and even hypertension. Research has highlighted that both adults and children can be impacted by this.



Racist Incident Based Trauma (Bryant Davis & Ocampo 2005)

Characterised by overwhelming and unmanageable emotional responses. Research studies have measured racist incident trauma and found that is associated with increased:

- hyper vigilance and suspicion,
- sensitivity to threat,
- psychological and physiological symptoms,
- use of drugs and alcohol
- aggression

For individuals who experience this coping with racial trauma can include: acknowledging, naming, validation, creating safe spaces, self care and activism.

Lillian Comas-Dias (2016)

Exposure to racism can result in psychological conditions, behavioural exhaustion and physiological distress. As trauma is defined in psychological manual DSM -5 as an event that threatens death it can't be in theory be categorised as PTSD all the time. Racist events can, as highlighted previously, be frequent, subtle, overt or violent but most importantly they tend to be cumulative, thus the results are often harder to identify.

The Psychology of Racism

Psychology is the study of human behaviour and it can be used to try and explain and understand many forms of social, environmental, political and economic attitudes, behaviours and thoughts. The theories and ideas below were developed by psychologists and they can explain how racism occurs.

Realistic Group Conflict Theory

Developed by Lawrence Bobo in the eighties but was born out of research from the 60s. It attempts to explain how groups perceive each other when there is competition for scarce resources. When resources are 'abundant' groups can exist in harmony. When resources are perceived as limited, issues can occur even if they actually aren't scarce. e.g. if ethnic group A believes ethnic group B are taking jobs, regardless of if it's true group A will start to resent group B. This combined with power complicates, if group A are in a position of social and economic power, they are likely to actively discriminate against group B.

Psychological theories that explain racism



Social Identity Theory Tajfel (1979)

People often see themselves as part of a group. Groups give people a sense of belonging and identity. People naturally either belong to your group (in-group) or are outside of your group (outgroup). Members of an in-group will seek to find negative characteristics of an out-group. First we identify people who we feel belong to different groups (social categorisation), then we adopt and learn what it means for us to be a member of the group we feel we fit into (social identification). Lastly we often appraise ourselves as better than the outgroup (social comparison) to maintain self and group esteem

Social Dominance Theory (Sidanius et al 1993)

The theory attempts to explain how and why social structures seem to be supported by an unspoken hierarchy of groups. Researchers found that hierarchies were often based on age (adults have more power), gender (males have more power in most if not all societies than women) and other arbitrary distinctions which can be different based on environment, e.g. race, ethnicity or religion. Based on these social hierarchies, resources, favouritism and opportunities are allocated by those in power to benefit those in power and by default, resources and opportunities are not assigned to non dominant groups. e.g. it can be seen why there are higher rates of unemployment in racially minoritised groups and women have lower rates of pay in the UK.



Individual, Institutional & Systemic Racism

Despite the recent government report that highlights that there is no evidence of institutional racism in the UK and that the UK is a 'beacon' for race relations, this infographic highlights evidence to the contrary. Institutional racism is the collective failure of an organisation to provide an appropriate service because of their colour, ethnic origin or culture (The Macpherson Report, 1999). Systemic Racism is racism that is embedded in day-to-day practice in society, often by policies, procedures or processes.

Individual racism

- Anti Asian hate crimes in the UK have increased by 21% since the COVID-19 pandemic
- After his clash with Piers Morgan on Good Morning Britain, Alex Beresford has received "relentless online racism"
- 37% of BAME sports players have received racist abuse from opposition players or team mates (Sporting Equals 2020)

Individual Racism

Institutional Racism

Institutional racism

- Pimlico school in London attempts to ban colourful hijabs and hair that 'blocks the view of others' (March 2021)
- BAME graduates are paid 10% less than white graduates and black graduates are paid 23% less than white graduates

Systemic racism

- Unemployment rates on average in 2019 were 4%. Black, Pakistani and Indian unemployment rates were double that, at 8%. (ONS 2019)
- Black women are 4 times more likely to die in childbirth and Asian women are 2 times more likely to die in comparison to white women.

Systemic Racism

The current report released by the government gaslights the lived experience and the evidence shown. Even when race has been taken out of many of the disparities, there is still a greater chance of ill treatment, death or abuse. By placing the blame on minorities and hinting that problems are solely of their own making is one hand unhelpful and on the other insulting.

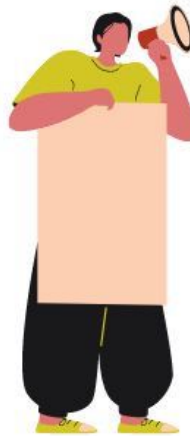


Performative Allyship and Virtue Signalling

Activism is genuinely believing in a cause and understanding it. In contrast, performative allyship is professing to support a cause using visual or verbal support only. It is surface level activism usually displayed on social media, e.g., black squares on Instagram after George Floyd's murder. Virtue signalling is publicly expressing opinions or sentiments intended to demonstrate good character or moral correctness. It's about making a statement because you think it will garner acceptance and approval rather than really believing in the cause or understanding its complexities.

Performative Allyship

- **Allyship to improve or gain social standing**
- **Not using or recognising privilege to make real change**
- **Words that don't match actions**
- **Doing things to gain followers or likes on social media**
- **Fake alignment, not fighting the cause in everyday life**



Virtue Signalling

- **The act of demonstrating a form of moral superiority**
- **Publicly demonstrating opinions or sentiments to show 'good character'**
- **Making a statement because you think it will give you acceptance**
- **Jumping on a cause or without fully understanding it**

Why are these things harmful?

The reason why these things are harmful is that the marginalised group member and the public are ineffective, undersold, or misled. When this is done, it takes the attention from the cause or the issue to the presenters who have positioned themselves within it for financial gain and clout.



Using Emotional Intelligence to understand how Racism can affect others

The concept of Emotional Intelligence was popularised by Daniel Goleman's book, Emotional Intelligence (1996) but was created by Peter Salavoy and John Meyer In 1990. Emotional intelligence can help us to have challenging conversations, resolve conflicts, coach and motivate others, create a culture of collaboration and it can build psychological safety within teams. When we talk about race, using some of the emotional intelligence pillars may help majority group members understand and conceptualise racism. Emotional Intelligence can also be used to act as a guideline to hold the conversations about race, identity and belonging. Daniel Goleman stated in his research that emotional can be taught, so even if they are areas you struggle with you can get better.

Self Awareness

Recognise and understand our personal moods emotions and how this drives and affects others. This does depend on our ability to monitor our emotional state and correctly identify and name emotions. When learning about racism is your first instinct to deny, defend, argue or dismiss others with things like 'are you being a bit over sensitive?' or 'are you SURE that happened?' By being self-aware, thinking about why this is our first thought or idea and also being able to listen to and actively listen to the person telling you about a racist incident can help centre the other person and not yourself.

Empathy

The ability to understand the emotional make up of other people. When it comes to understanding racism that other people have faced try, putting yourself in someone else's shoes. How would you feel if you were in that situation? Have you ever felt similarly? Empathy is not compassion but it's a step to understanding other people.

Internal Motivation

This is a passion to learn and become anti racist for internal reasons, not just external recognition, clout or to appear understanding. The motivation may be to improve knowledge, pursue anti-racist agendas with energy and persistence in a genuine way.

Self-Regulation

Control and ability to redirect disruptive impulses and moods, suspend judgement and think before acting. If you are hearing about a racist incident from someone else, instead of being defensive or if you don't believe it think of ways of regulating your emotions to show empathy and understanding to the person telling their story. After this, do the research, read, watch and try to understand your blind spots.

Social skills

Proficiency in managing relationships and building networks and the ability to find common ground and building rapport. Making friends and managing relationships with a lot of different types of people whilst being empathic, open and understanding will help you learn and appreciate other peoples backgrounds.



What is anti-racism?

The term, anti-racism, is very misunderstood. When many people hear it they think of rallies and 'radicalisation'. Anti-racism is a term that means someone or something is actively opposing racism and by consciously making an effort and deliberate action to provide opportunities for all. It's about acknowledging personal privileges, confronting acts and systems of racial discrimination. Author and activist Ibram X Kendi wrote a book, published in 2019 called "How to be an anti-racist". According to Kendi, it's not enough just to not be racist, instead actively working to be anti-racist by analysing ourselves and the systems and policies around us can be more beneficial. Anti-racist work isn't new, it's been around since the racist policies and practices began e.g. opposition to the transatlantic slavery, people who were active participants in the civil rights movement of the 1950s onwards in America.

Self Reflection

By understanding what racism is, how it manifests in society and how it might play out in your neighbourhood or community you will have more of a realistic idea of what racism is. The definition of racism according to Miriam Webster racism is defined as "a belief that race is a primary determinant of human traits and that racial differences produce an inherent superiority of a particular race"

For Ibram X Kendi, racism is about people who supports a racist policy through actions or inaction or expressing a racist idea.

Stop saying "I'm not racist"

According to Ibram X Kendi by saying you are not racist but still upholding racist ideas, policies and not trying to learn and inform yourself about the impact of these things means that the statement becomes a self serving sentiment. By defining yourself as 'not racist' it makes it harder to be self reflective and challenge your thoughts. e.g. you may see yourself as 'not racist' but if you would choose not to live in an area that is predominantly black population, your choice is racist.

How to be an anti-racist



Confront Racist Ideas

Work within yourself first to understand how you may think about the world, race and society and reflect on these things.

Understand Intersectionality

Intersectionality is a term coined by Kimberlie Crenshaw. It's a framework that helps people to understand how aspects of social and political identities combine to create different levels of power and privilege these things can include: age, gender, class, race, ethnicity, disability, sexuality and religion. By understanding this, you can appreciate that one characteristic doesn't define a person, it's often a combination of these things that can allow a person to have different levels of barriers or boundaries in their life.

Champion anti racist ideas and policies

If you can, try and think of questions you can ask that ensures decisions that are being made consider race, ethnicity and other characteristics. Seek expert help from consultancies, read and research to inform yourself and try and find a way you can express these thoughts to the decision makers.

Identify Racial Inequalities and disparities

There are ways where societies policies and procedures uphold racist outcomes and by examining this you are on the road to understanding racial inequalities. Examples of this include health and social care, employment, criminal justice and education. In the year to March 2020 in the UK Black people were 4 times more likely to be detained under the mental health act than white people. Employment rates for white people between the ages of 16-64 2020/ 2021 were 78% and 66% for people of all other ethnic groups combined. During the COVID -19 pandemic, Black African's had the highest rate of death, 2.7 times higher than males of White ethnic background; females of Black Caribbean ethnic background had the highest rate, 2.0 times higher than white females.

Understanding Hair Discrimination

Hair discrimination might seem far fetched or extreme for those who have never experienced it. Hair texture, especially afro hair textures, are markers of African heritage and ancestry just as a deeper skin tone is. Even though hair type or texture is not a protected characteristic highlighted by the equality act of 2010 in the UK, race is. As afro hair type is a marker of race, insisting on hair of a particular type being worn in particular way can be seen as a form of indirect discrimination which stems from a person's racial heritage. Nobody has any control over the texture of the hair that grows out of their head. In the states of New York and California in the USA, hair discrimination has been made illegal. Hair discrimination is "deliberately or indirectly discriminate against a person based on their hair type or texture". Currently in the UK there is no law to protect people against discrimination they may face due to their hair texture.

Discriminatory Policies at Work

Research conducted by the Perception Institute (2017) found that one in five Black women in America felt social pressure to straighten their hair for work and were more likely than white people to feel anxiety over the issue. Policies that specifically outline that hair should be straightened or that long hair is only for a specific gender are not just discriminatory, they are extremely outdated.

In one case that went to tribunal, a Black woman was told her hair had to be straightened and tied back, she subsequently won the case as it was found that this policy was discriminatory to her as her natural hair texture wasn't straight.

Turned Down for Jobs

There have been some cases that people have been turned down for jobs because their hair didn't 'conform' to employee 'policies.'

1) Simone Powderly

Simone had braids in her hair when she went for a job interview at a recruitment agency but was told they were not suitable for the job she was applying for. Simone was asked to take her braids out as her "employers wouldn't like it." She refused to take out her braids and subsequently was told she didn't get the role but never heard why.

2) Lara Odoffin

A Bournemouth University graduate had her job offer revoked because the company did not accept braided hair as part of their uniform requirements. They responded to her refusal to take them out by saying "if you are unable to take them out, unfortunately I won't be able to offer you any work".

Examples of Hair Discrimination



School Discrimination

Hair discrimination starts early on and policies and comments at school lay a precedent for how people can be treated at work in later life.

Ruby Williams

Ruby was awarded £8,500 in an out of court settlement after her parents took legal action against her school in East London, her school did not accept liability. She was told her hair breached school policy which stated Afro hair must be of reasonable size and length. Ruby was frequently sent home during her GCSE school years, 10 and 11 for breaching said policy. One teacher told her that hair "was too big" that it was blocking other students from seeing the white board and distracting them.

Chikayzea Flanders

12 year old Chikayzea was told to cut off his dreadlocks. He was a pupil at Fulham Boys school in London after being told on his first day in September 2017, that his hair which he wore tied up, did not comply with uniform policy and had to be cut off or he would face suspension. His mother campaigned, saying his dreadlocks were a fundamental part of his Rastafarianism religion and that due to this he should be exempt from the policy.

Pimlico Academy

A Pimlico school in London attempts to ban colourful hijabs and hair that 'blocks the view of others'. Students began protesting against these policies and the policies were subsequently rescinded (March 2021).

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What is white privilege?

The term, white privilege, is very misunderstood and often evokes defensiveness. White privilege can be defined as the impact of implicit or systemic advantages that people who are socialised or who identify as white have, relative to those who are not white. White privilege is the absence of suspicion and other adverse reactions that non white people experience and can be a set of multiple and social advantages and benefits that come with being a member of the dominant race. It is important to note that white privilege doesn't mean you haven't, or won't experience struggle, suspicion or poor treatment in your life, it means that race will not be why you have these negative experiences. Below are examples of how white privilege manifests in UK society.

Employment

In 2019, unemployment rates in general were 4% but for people who are Black, Pakistani, Indian unemployment rates were double that at 8%.

Graduates from racially minoritised groups (BAME) according to a TUC research paper (2016) were paid 10% less than white graduates and graduates from Black backgrounds were paid 23% less than their white counterparts.

Healthcare

Black women are 4 times more likely to die in childbirth compared to white women. Asian women are 2 times more likely to die in childbirth compared to white woman (MBRRACE Report 2019).

During the COVID -19 outbreak, Black African males had the highest rate of death, 2.7 times higher than males of White ethnic background; females of Black Caribbean ethnic background had the highest rate, 2.0 times higher than white females.

Patients from racially minoritised groups often cite poorer experiences of cancer care when compared to white patients (Race Equality Foundation, 2018)



Policing

Black people in England are more likely to have the police use force against them in comparison to white people.

In 2017/2018 Black people 12% use of force despite accounting for 3% of the population according to 2011 census (Home Office 2018)

There were 6 stop and searches for every 1,000 White people, compared with 54 for every 1,000 Black people between April 2019 and March 2020 (ONS 2020)

Education

From ONS statistics 2019/2020 the proportion of white students obtaining 5A*-C grades in their GCSEs was 49.1%. In comparison Black Caribbean students had a rate of 36% and Black African pupils had a rate of 50%.

31.5% of White graduates got a first class degree, compared with 14.5% of Black graduates – the highest and lowest percentages out of all ethnic groups

Mental Health

Detention rates under the Mental Health Act during 2017/18 were four times higher for people in Black or Black British groups than those in the White group (NHS Digital 2018)

Black Caribbean patients were significantly more likely to be compulsorily admitted to hospital compared with those in white ethnic groups. Black African patients also had significantly increased odds of being compulsorily admitted to hospital compared with white ethnic groups, as did, south Asian patients. Black Caribbean patients were also significantly more likely to be readmitted to hospital compared with white ethnic groups (Barnett, P et al 2019).

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaaduckworth

How to make attraction, selection, onboarding more inclusive

For people from some under represented groups finding, securing and staying in a role can be markedly more difficult and various racial and other discriminatory behaviour plays a part in this. Research has shown that people from racially minoritised groups are more likely to face discrimination when they apply for jobs and when they are already in jobs, often leading to unfair dismissal claims and employment tribunals. To truly ensure your organisation is inclusive continue to read below.

Employee attraction and selection

These are some of the thoughts that may go through someone who is from a minoritised groups mind before applying to a role. **"is there any one that looks like me here?" "If I apply will I get anywhere?"** Lack of representation it can also be seen as an environmental microaggression. These are demeaning or threatening individual, institutional educational, or political cues that may be communicated (Sue 2010).

This may seem like it's not rooted in any fact but at the selection phase, people from racially minoritised groups face consistent discrimination. A 2017 study by Oxford University, various roles were applied to using mock CVs for real, advertised roles. White Britons received callbacks 24% of the time. For all BME applicants, the callbacks were reduced to 15%. This is despite BME applicants having identical resumes and covering letters, showing that they had to send 60% more applications to receive the same success rate as white British applicants.



Solutions

- 1) Use anonymous CVs where names and sometimes even educational institutions are removed. By using this it can ensure that attraction and selection is less prone to biases. Ernst and Young did something similar in 2015 and also removed degree grade requirements and CVs all together for the graduate recruitment.
- 2) Include diverse individuals in interviewing panels. Ensure a variety of managers are trained in interview techniques.

Onboarding

People from minoritised groups may feel when they begin work a mixture of feelings but if there is a distinct lack of diversity and inclusion in senior leadership and middle management it can be hard to people to find role models that represent them. These questions could be conscious or unconscious such as 'can i progress here?' 'can I bring my whole self to work?' A solution for successful inclusive onboarding is to firstly understand how diverse and inclusive your organisation is. Who's getting promoted and hired? Who is seen as 'high potential' and why? Ensuring you hire the right person for the job and they are being chosen with diversity in mind can work here.

Retention

It's all well and good recruiting diversely, but it is also important to check data to see who is leaving, how quickly and the reasons why. If your employees from racially diverse groups are leaving at quicker rate than those who are not, it might be an opportunity to ask some important questions.

Research by Zwysen, Di Stasio and Heath (2021) from LSE found that those from Pakistani, Bangladeshi, Black African people were more likely to face discrimination at work compared to white people in an analysis of field and observational studies in the UK. They also found that people from minoritised groups were less likely to find good work compared to white British people, even when they were born and educated in the UK.

Figures from the Office of National Statistics in 2012 Black people made up 7% of the of employment tribunal claims yet only accounted for 2% of the working population. In 2012 18% of claims were made up of people from racially minoritised groups despite accounting for 10% of the population. 25% of employment tribunals in both 2007 and 2012 were made by BAME groups, even though they make up 10% of the working population.

What is intersectionality?

Intersectionality is a term that has come into the mainstream of late. The term intersectionality has been around since 1989 when professor Kimberle Crenshaw coined it. Intersectionality describes how race, gender, class and other individual characteristics combine and intersect with each other. The term explains how discrimination can be experienced differently for different marginalised groups. For example, the experiences of discrimination of a Black man compared to a Black woman would differ; there would also be a difference in experience for white women who face sexism. According to Crenshaw, there are 3 forms of intersectionality which include structural, political and representational. Psychological research has shown that possessing multiple identities is not necessarily cumulative e.g. having more than one doesn't quantifiably make your discrimination worse, but it can manifest in a very different way. The interaction between the multiple identities can cause different outcomes and experiences for individuals.

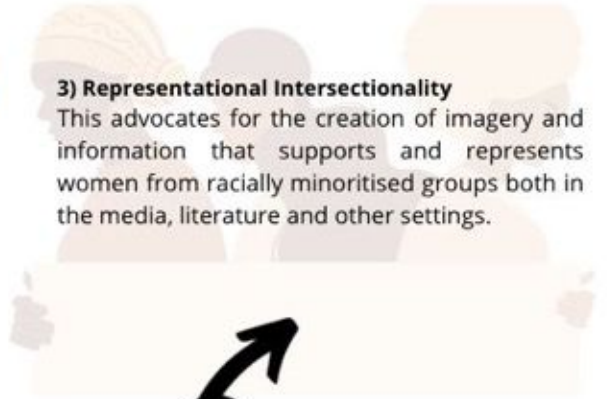
1) Structural intersectionality

This explains how different structures work together to create complexities which highlight how women from different marginalised groups experience discrimination and violence. Crenshaw developed this distinction when she was researching the experiences of women who had been physically abused. The structural part of intersectionality looks at how classism, sexism and racism combine and interlock to oppress the racially minoritised.



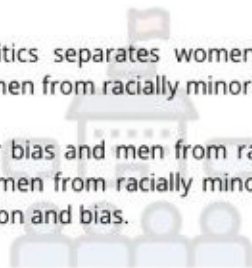
3) Representational Intersectionality

This advocates for the creation of imagery and information that supports and represents women from racially minoritised groups both in the media, literature and other settings.



2) Political Intersectionality

This explains how conflicting systems in politics separates women and women from racially minoritised groups into two subordinate categories. The experiences of women from racially minoritised groups differ to the experiences of white women due to race and gender intersecting or combining. For example, white women suffer from gender bias and men from racially minoritised groups suffer from racial discrimination. Both of these experiences differ from how women from racially minoritised groups experience discrimination as they are often targets for BOTH racial AND gender discrimination and bias.



Racism in Sport

Professional and amateur sports are seen as things that bring countries, towns and cities together. Athletes can display their skills, prowess and can do so holding meritocracy up as a beacon. That's to say that people who compete the best, those who are at the top of their game get the accolades and the rewards. However, sports and professional tournaments can be a major signifier of public attitudes and opinions around race, sexism and prejudice in general. Sports including football, athletics, motorsport and tennis offer several examples of flagrant racism, workplace harassment and bigotry and here are some examples of such behaviours.

Serena Williams

Serena Williams has won a grand total of 23 grand slam titles which is the second highest number of grand slam titles ever. Despite her obvious amazing and world class talent, Serena has been a victim of micro aggressions and blatant racism by fans, fellow athletes and the general public. In 2015 she boycotted a tennis tournament in California as 14 years before Serena and her family had suffered racism bullying and chants from the crowd. In 2014 Serena and her sister Venus were referred to by the president of the Russian Tennis Federation as the "Williams Brothers". Serena often faces criticisms based on her stature, her choice of tennis attire and often people, including the press, taunt her for being masculine and having an 'unfair' advantage over her other female opponents. Black women are often accused of not being feminine 'enough' especially in sports.

Heather Watson

Heather Watson is a UK professional tennis player and has won 9 titles during her playing career including the mixed doubles title at Wimbledon in 2016. Heather is of mixed heritage, her mum being from Papua New Guinea and her dad is British. In various interviews, Heather stated that racist abuse is 'normal' to her now. She has been abused by racist trolls and called a monkey and been told to go back to the zoo.



Lewis Hamilton

Lewis Hamilton is of mixed parentage, his dad is of Grenadian descent and his mother is white, English. Currently Hamilton is formula one's only Black driver. Hamilton has been taken a stance against racism in sport for a while and has faced criticism by F1's previous CEO of the Formula One Group, Bernie Ecclestone. In 2008 whilst at a race in Spain 3 crowd members wore black face and t-shirts reading "the Hamilton Family"

Naomi Osaka

Naomi of mixed Haitian and Japanese parentage, declined to attend a press conference after the 2021 French Open resulted in her receiving a \$15,000 fine. Naomi stated that the obligation to give these press interviews as an athlete was detrimental to her mental health and she believed the system was outdated. Essentially she did what was best for her at the time and Naomi subsequently pulled out of the tournament. Many people, including the infamous Piers Morgan, criticised her decision. Piers Morgan referred to her as a "petulant little madam" and an "arrogant spoiled brat" after her decision not to speak to press. Many may feel that this doesn't signify or represent racism, however, Pier's choice of words strongly shows how he is infantilising and belittling Osaka's adult decision to put herself first. Would this reaction and 'outrage' have been the same if it was a white female tennis player who did the same thing? Piers Morgan's attitude towards Osaka is similar to his behaviour towards Meghan Markle.

Marcus Rashford

After a football game in May 2021 where his team, Manchester United, lost a match, Rashford received over 70 racist and abusive messages on social media. One of the people who left a 'mountain' monkey emojis in a private message to Rashford had an open profile and was found to be a primary school teacher.

What positive action?

“The best person should get the job”. I often hear this phrase and on the surface it doesn't like problematic. However, for minority groups the statement can be troubling. Evidence shows that the best person isn't always getting the job. For example, women make up 6.4% of the CEOs in the fortune 500 companies in America. In 2019, 29% of the worlds global leaders were women. Black people only represent 1.5% of leadership positions in the UK. 1% of journalists, senior civil servants, senior police officers and academics in the UK are black (BITC Report 2020). Positive action is different from positive discrimination. Positive action can be used to address the in-balance of opportunity or can be used to compensate for any disadvantage that an employers believe that are faced by those who have certain protected characteristics. Positive action is perfectly legal as it recognises that bringing diversity to organisations is a business imperative. Some people may feel uncomfortable with this approach and feel like it's not fair or too heavy handed. With diversity and inclusion, the pace of change is so slow often slow so things that may seem 'heavy handed' maybe the only viable and sustainable solutions

1) Placing job adverts to target specific groups to increase the number of applicants from that group

2) Including statements in job adverts to encourage applications from certain groups e.g. “we encourage applications from under-represented groups”



4) Offering mentoring, coaching and shadowing to specific groups

5) Favouring the job candidate from an under-represented group where two candidates are as qualified as each other

3) Offering training, internships and opportunities to help certain groups get certain opportunities to progress at work

Positive action **IS NOT** positive discrimination. Positive discrimination is automatically favouring without consideration of merit or disadvantaged or underrepresented people. Positive discrimination is unlawful. Positive discrimination occurs when a job applicant or employee is given preferential treatment because they possess a certain protected characteristic. The difference between this and positive action is that in positive action the applicants from under represented groups have to just as good as then the non diverse candidate to be considered for promotion or the role

Bystander Effect and how to be an Active Bystander

The bystander effect was first investigated by social psychologists after in the 1960s. After a tragic attack that led to the murder of New Yorker, Kitty Genovese, who was attacked in her neighbourhood but allegedly no neighbours or onlookers went to help her, researchers became interested by why this occurred. Latane and Darley in 1970 developed some theories that explain the bystander phenomenon. These included that the more people who are present during an incident might lead to less action (diffusion of responsibility). When it comes to witnessing racial discrimination, the bystander effect is also relevant. You may want to move from being a passive bystander to an active bystander. Active bystanders, first of all educate themselves about what discrimination may look or sounds like, checking with the victim, if possible, what they would like you to do and reporting prejudiced behaviour to the right channels.

Bystander Effect

Is a psychological phenomenon used to describe how if there are more people, usually less people intervene when they witness a criminal or prejudiced event. Latane and Darley (1968) found that 70% people would help a woman in distress when they were the only witness but only around 40% offered help or assistance when other people were present. Some of the reasons behind this are explained below. Based on diffusion of responsibility, fear of being judged in public and pluralistic ignorance.

Diffusion of responsibility

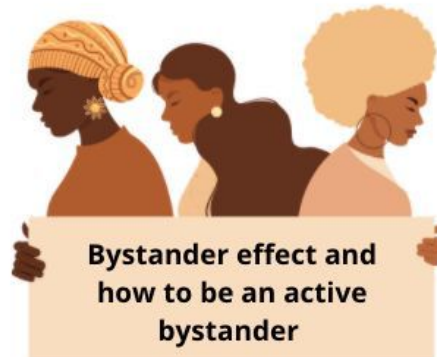
Dividing personal responsibility by the number of people present. e.g the more people there are the less likely people are to intervene. People may think that someone else will help, or believe the blame for not helping will be shared.

Fear of being judged in public

This comes from bystanders thinking that there is someone else more qualified to help and or also fearing that they might make a mistake or get it wrong if they do help or offering help that the victim doesn't want.

Pluralistic ignorance

If a situation is confusing or ambiguous, instead of stating that you don't understand or need clarification you remain silent believing that the inaction of others is deliberate. e.g. "they must know something i don't.



How to be an active bystander

By challenging inappropriate behaviour, no matter how small you think it is can help in being a more active bystander. by challenging norms within your organisation and asking why things are that way might sew seeds for change. Active bystanders don't always have to confront situations head on. The model below can help you arm yourself with some techniques so you can be an effective active bystander. Distraction, delegation, delay and direct actions.

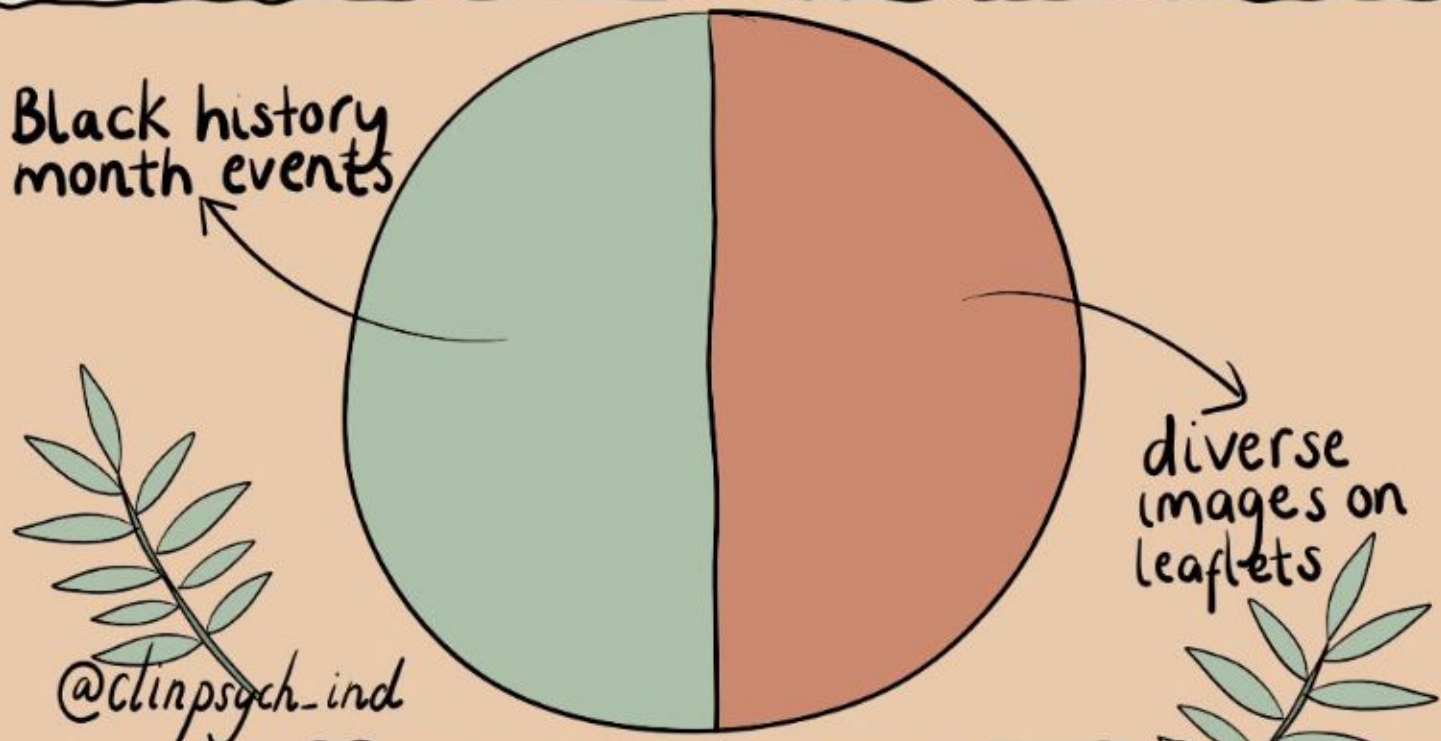
Distraction - interrupting a discussion you are in and changing the focus if you notice things are getting to a point where discriminatory or exclusionary comments may be made.

Delegation- reporting behaviours to those with more power e.g. HR, head of department or line manager.

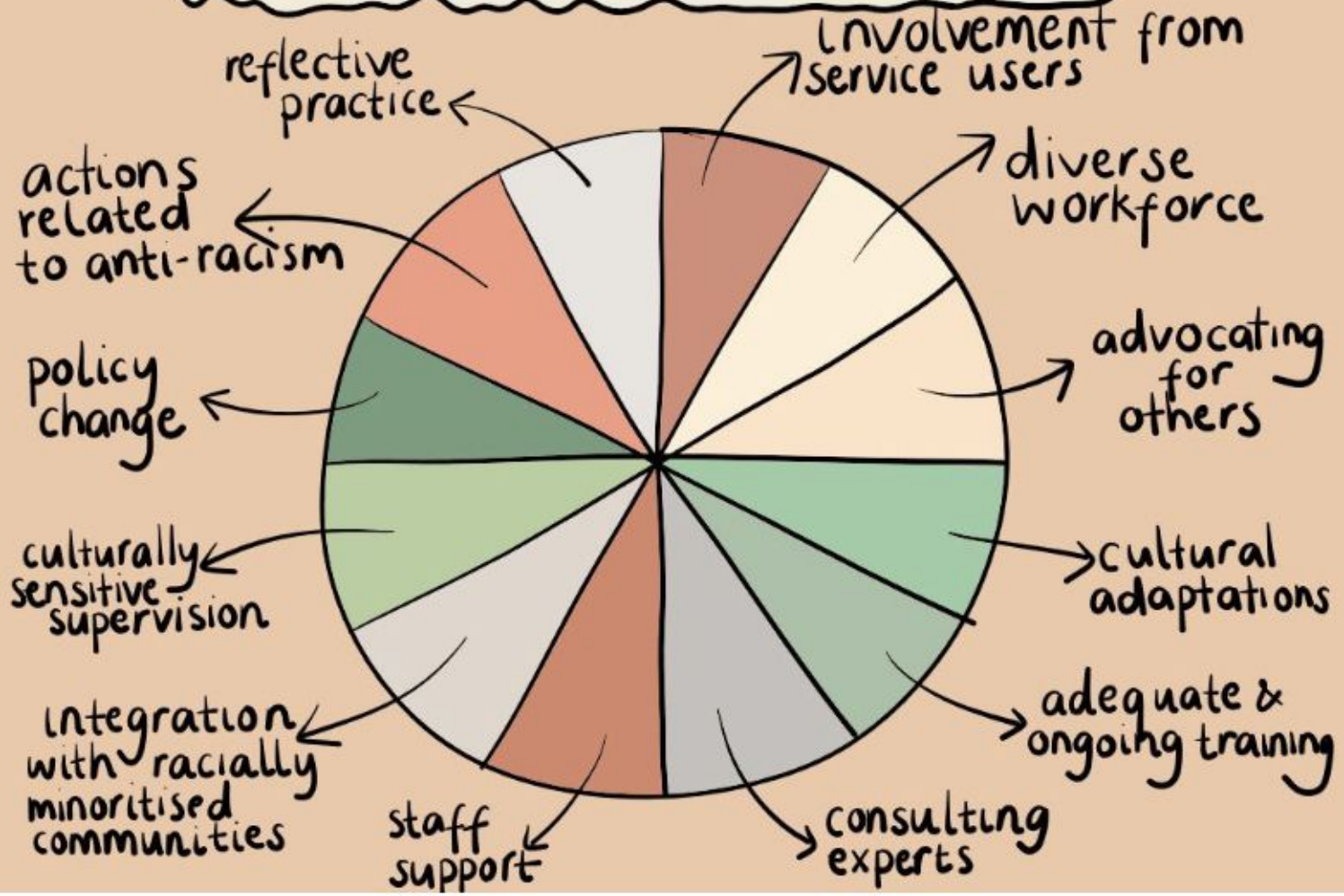
Delay- sometimes you may not feel comfortable intervening at the time or it may not be appropriate to do so. Delaying the conversation or confrontation, speaking to the victim first and understanding how they feel before intervening may be useful.

Direct- alternatively sometimes being direct or even pre-empting comments or behaviours maybe appropriate. e.g setting expectations- "before this meeting starts here are some ground rules" Alternatively bringing in hypothetical scenarios "would you feel comfortable saying that in front of xyz member of staff?" Calling out behaviour for what it is "I feel uncomfortable with that statement and I don't think it's a fair or accurate thing to say"

WHAT SOME SERVICES THINK ANTI-RACISM IS



WHAT ANTI-RACISM ACTUALLY IS



How to make the most of Black History Month

Black history month is upon us. The month of October in the UK is the designated month to recognise the achievements and contributions that black people have made to the UK for centuries. This was replicated from America, where Carter G Woodson began the first Negro history week in 1926. In the UK, Black history month was first celebrated in 1987 organised through special project officer at the Greater London Council, Akyaaba Addai-Sebo. Another reason why the month is celebrated is because contributions of black people in the UK have often felt like they have been overlooked, so the month of October aims for education, knowledge sharing and celebration of Black Britons. The information below highlights how you can make this most of of the month.

Instead of

Inviting Black speakers only in October



saying empty phrases like 'we are committed to diversity' with no evidence



saying things like 'it's not *just* about race'



using black people in your organisation and expecting them to educate and inform the rest of the organisation on race issues



thinking 'why isn't there a white history month?'



Try...

to think about having diverse and representative speakers all year round, to talk about lots of topics, not just race

create inclusive policies and following through with clear and thought out actions.

understand the role that systemic inequalities have on Black people in the UK and how this intersects

to do you own research using the vast amount of free and paid resources available on experiences of black people in the UK

to understand and see the lack of representation across media and general UK society

Things that people might not think are racist

Navigating the world of work and society in general with a different skin tone can be difficult, but especially when you hear certain comments. Hearing things that people say fleetingly can have a lasting effect on people. Being self aware, regulating what you say in your head before you speak can avoid careless and thoughtless statements or behaviours.

Getting people of the same race confused or mixed up

People tend to recognise people from their own race more accurately. This is called the cross race effect first discovered by Feingold in 1914. However, this doesn't mean that getting it wrong is acceptable. Taking the time to get to know people and see them as individuals is a way that this will become less of a problem. The effect of getting a name wrong belittling and make people feel invisible or interchangeable. This has happened in the public eye several times with MPs confusing Rugby player Maro Itoje with footballer Marcus Rashford recently.

Comparing your tan with someone else's actual skin colour

The summer time is usually a time of *"i'm almost as dark as you"* comments for many black and brown people. Comparing your temporary tan to someone's actual skin colour can be very reductive. The experiences of racism, colourism and discrimination based on skin tone are not temporary for black and brown people and do not fade when the summer ends. If you are tempted to compare your tan with the skin colour of someone else, just don't.



Comparing someone's skin, hair, body, looks to an animal

Dehumanisation is defined as the process of depriving a person or a group of positive human qualities. Historically, British, French and other countries' many colonial, imperialist and slave-based regimes were steeped in the dehumanisation of others. In 2021 UK TV presenter Eamonn Holmes compared resident health expert Dr Zoe Williams of having hair that reminded him of an alpaca. Serena Williams was compared to a gorilla in 2014 and Michelle Obama was compared to a chimpanzee in 2009. These statements are not only horrible, they have strong racist meanings and connotations from long histories of controlling people of different races.

Questioning a person's origins

The statement "where are you actually from" is loaded and many people from different ethnicities have heard this. The reason why it's racist is because by using the statement you are questioning the authenticity of someone, belonging and feelings of groundedness.

Commenting on a person's speech or intelligence

Statements like 'oh you are so articulate' 'you are so well spoken' can also be loaded statements when speaking to someone from a racial minoritised group. What's behind these statements is the assumption is that you are surprised that the person has been able to be articulate as you assumed that they wouldn't be based on what you thought about them based on their race or ethnic origin.

CHILDREN ARE NEVER TOO YOUNG TO TALK ABOUT RACE



0

At three months, babies look more at faces that match the race of their caregivers. (Kelly et al. 2005)



1

Children as young as two years use race to reason about people's behaviours. (Hirschfield, 2008)



2

By 30 months, most children use race to choose playmates. (Katz & Kofkin, 1997)



3

4

Expressions of racial prejudice often peak at ages four and five. (Aboud, 2008)



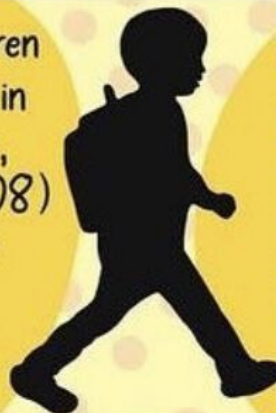
5

By five, white children are strongly biased in favour of whiteness, (Dunham et al, 2008) and have learned to associate some groups with higher status than others. (Kinszler, 2016)



6+

Explicit conversations with 5-7 year olds about interracial friendships can dramatically improve their racial attitudes. (Bronson & Merryman, 2009)



@sylviaaduckworth

Source: childrenscommunityschool.org

How to increase a sense of belonging at work

Despite thinking the concept of social belonging at work was a fad, the term has actually been around for a long time. Belonging is defined as a feeling of security, support, acceptance and inclusion. At its core, it is a basic human need to feel a sense of belonging and to form and maintain significant and important relationships with others (Baumeister & Leary 1995). In Abraham Maslow's famous hierarchy of needs, love and belonging are in the middle of the pyramid. Research by Culture Amp found that the relationship between belonging and engagement was strongest amongst those from under represented groups. Feelings of exclusion are linked to depression, self esteem and self efficacy.

Listen to people, especially those from under represented groups

People feel a true sense of belonging when they feel listened to and their ideas or concepts are taken seriously. Using focus and listening groups, regularly embarking on staff surveys and paying attention to the findings are all part of listening. Listening also includes actually speak to people one-on-one too, to find out peoples ideas, concerns and generally how they are. Line managers engaging and checking in on teams can foster a sense of belonging too. This can go a long way to create a more inclusive culture.



Try to remove feelings of exclusion

Everyone wants to feel like they belong to something. To do this, when planning events, or considering communications, use diverse examples, get speakers from a wide variety of backgrounds, include non alcoholic, vegetarian and vegan options and change the days when meetings or events are held. Also celebrating and communicating major celebrations from other cultures and religions can help foster a community feeling. These things can increase feelings of belonging and inclusion. Also creating employee resource groups/ affinity groups are a great way of allowing people from under represented groups to feel part of the organisation.

Champion well-being and self care

By investing in the whole person, not just the professional side of an individual, can really communicate that an organisation values and cares about individuals. Championing flexible working e.g. reduced hours, flexible working and a truly hybrid or home working future can make people feel like they can bring their whole selves to work. People with disabilities, caring responsibilities or other external commitments have had a varied time of embracing home working since the beginning of the pandemic. What organisations can do is continue to listen and be of service to employees to enable them to produce their best work. Leaders can embrace this from the front and provide examples of a healthy work-life balance, boundary setting, healthy habits and help seeking behaviours, so others can feel safe to do so.

Recognition

Celebrating wins, achievements and milestones in a way that is personal to individuals and groups can really foster a sense of pride in work and also feelings of belonging. Celebration of achievements can be in the form of daily stand ups, team meetings, intranet newsletters or organisational wide emails that are sent.