

The logo for 'brap' is displayed in a lowercase, rounded, teal-colored font. The letters are bold and have a slight shadow effect. The background features abstract green geometric shapes on the left and right sides, with a white central area.

brap

making equality work for **everyone**

**HPMA**

HOW DO WE JOURNEY TOWARDS ANTI-RACISM?

# About brap

- ▶ Equalities and human rights charity
- ▶ Over 20 years old
- ▶ Driven to raise our aspirations in relation to equality
- ▶ Mission to transform the ‘way we think about and practice equality’
- ▶ Functions : Research & Evaluation, Learning and Organisational Development, Community Support
- ▶ Highly skilled team: researchers, sociologists, psychologists, teachers, mediators, process workers, OD practitioners etc.

# The developmental journey

## Session one: What is racism?

- Understanding different forms of racial discrimination including micro-aggressions.
- Understanding terms like white privilege and white fragility.

Session two: How does racism hide in plain sight?  
Understanding unconscious and conscious biases

Session three: What does it mean to be anti-racist? What do we need to value and reward to work towards this aspiration?

# Feelings Wheel

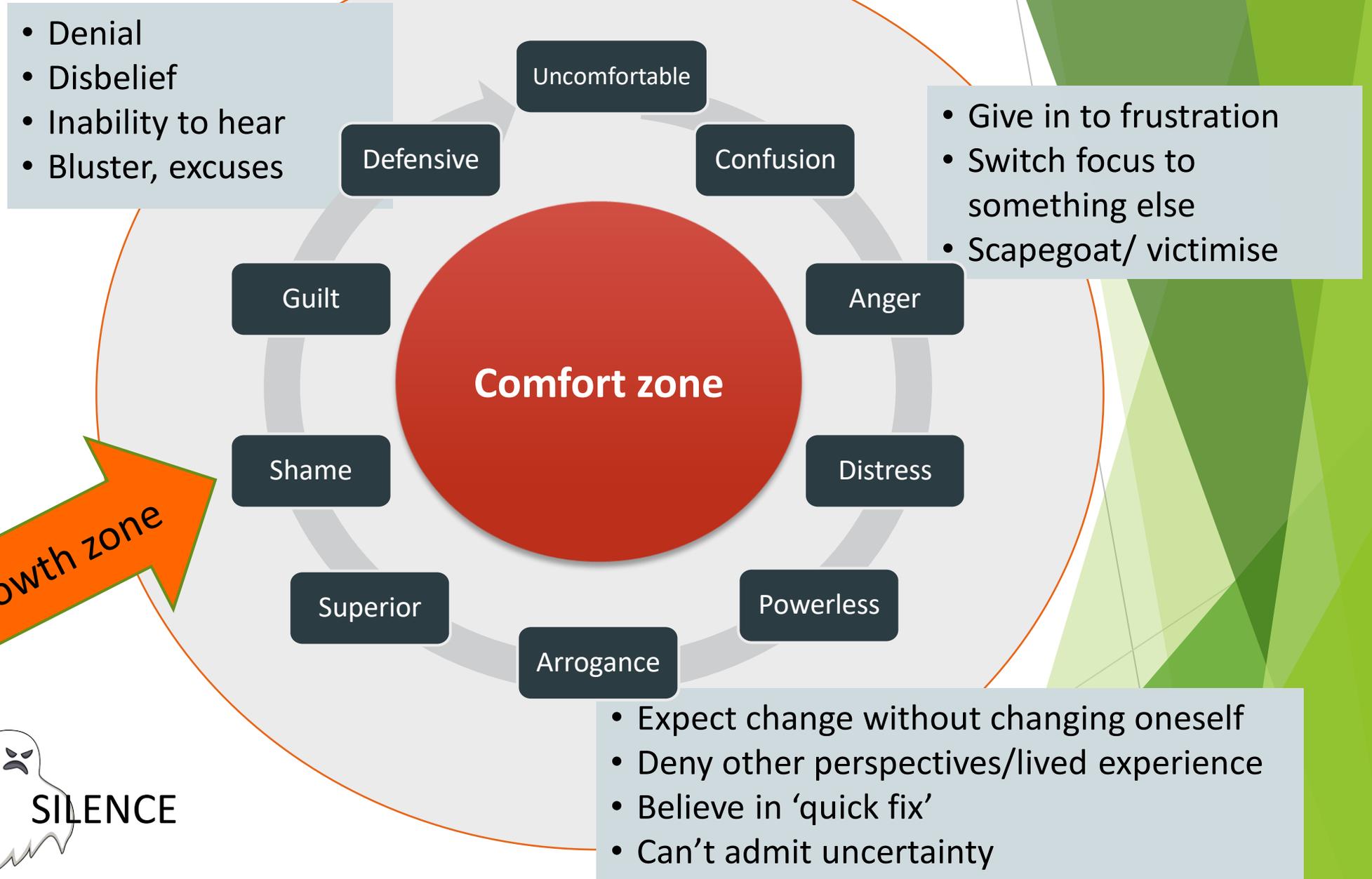
- Denial
- Disbelief
- Inability to hear
- Bluster, excuses

**Advisory:**  
this is  
difficult,  
disruptive  
work

Discomfort / growth zone



SILENCE



# Session 1

- ▶ **What is racism?**

# Defining racism

The belief that the distinct physical characteristics we see amongst people i.e. skin colour, facial features, hair etc. are indicators of different abilities, qualities or worth.

This prejudiced thinking is used to rank one group - those with 'white' skin - as superior and people who have darker skins as inferior.

**Racism = Power + Prejudice**

**RACISM** = prejudice-based action or behaviour that takes place within a context of power (creation, maintenance and acting within the belief system )

## What about 'white' ethnic minorities?

- ❑ Categorising populations as inherently flawed/dangerous based on their ethnicity has de-humanised some groups, for others' benefit.
- ❑ People of colour, as well as eg Gypsy, Roma, Traveller people and Jewish people can be racialised and can face racism.
- ❑ However, racialised populations that are 'white presenting' may also experience some 'benefits' ( or lack of impediment) associated with whiteness. This is not an option available to Black/POC

*Whiteness is socially and politically constructed, over time, to retain power for some while excluding others*

# microaggressions

- ▶ microaggressions are daily commonplace, subtle behaviors and attitudes toward others that arise from conscious or unconscious bias.
- ▶ Even though microaggressions are usually unconscious, they still impact the understanding, actions, and decisions of medical professionals toward a person or group of people.

[https://journals.lww.com/co-anesthesiology/fulltext/2021/04000/professionalism\\_microaggression\\_in\\_the\\_healthcare.12.aspx](https://journals.lww.com/co-anesthesiology/fulltext/2021/04000/professionalism_microaggression_in_the_healthcare.12.aspx)

## OVERT / SOCIALLY UNACCEPTABLE RACISM

- ◆ hate crime
- ◆ making racist jokes
- ◆ Use of racist language
- ◆ membership of far right groups

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- ◆ Calling Black people aggressive /disruptive
  - ◆ proposing training solutions for Black people regardless of need
    - ◆ minimising micro-aggressions ◆ white saviourism
    - ◆ not seeing Black people as leadership material
    - ◆ not providing Black people with acting up opportunities
  - ◆ questioning Black people on their experiences of racism (“gaslighting”)
    - ◆ not believing the experiences of Black people on racism
    - ◆ taking racism off the table ◆ practicing “whataboutery”
    - ◆ asserting that racism / institutional racism does not exist
    - ◆ Conducting reviews into racism and burying the findings
      - ◆ not noticing that white voices are heard over others
    - ◆ professionalising white experience/expertise \* operating cliques
    - ◆ denial of white privilege ◆ disconnect with and denial of history
    - ◆ not recognising the presence of history in current experiences
      - ◆ rewarding the one Black person that made it
      - ◆ Asking one person/group to speak on behalf of others
  - ◆ cultural appropriation ◆ tokenism ◆ fear of people of colour
    - ◆ making racism a problem for Black people to fix
  - ◆ disproportionate levels of disciplinary/grievances /leavers ◆ myth of meritocracy
    - ◆ claiming reverse racism ◆ believing we live in a post-racial society
    - ◆ disproportionate levels of success in recruitment and promotion
      - ◆ stereotyping/grouping BME people together
  - ◆ Positioning Britishness/British culture as great/best ◆ assuming good intentions is good enough

LOOKING CLOSER:  
How racism shows up

SOCIALLY ACCEPTABLE RACISM

*Diagram adapted from Ellen Tuzzolo and Safehouse Progressive Alliance for Nonviolence*

# Understanding terms

# Key terminology

## Whiteness

- Is the normalization of white racialised identity, where concept of being white as both an invisible and hyper-visible racial position, a default 'colour' against which other ethnicities are examined and usually deemed inferior

## White privilege

- Set of unearned advantages, biggest of which is being allowed to feel "normal"

## White fragility

- *"a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves"*

# Homework: Please watch...

1. Exposed - Nursing Narratives <https://nursingnarratives.com/exposed/>
2. An introduction to Whiteness, Race, and White Privilege [https://www.youtube.com/watch?v=o5zDo\\_TkSnA](https://www.youtube.com/watch?v=o5zDo_TkSnA)
3. DiAngelo on white privilege <https://www.youtube.com/watch?v=Dwlx3KQer54>
4. The School that Tried to End Racism <https://www.channel4.com/programmes/the-school-that-tried-to-end-racism>

*From this session:*

- The Myth of Race - <https://www.bbc.co.uk/iplayer/episode/p09wrnjn/reflections-on-race-series-1-3-the-myth-of-race>
- White Fragility - <https://www.theguardian.com/world/video/2020/jun/26/how-white-fragility-obstructs-the-fight-against-racism-video-explainer>