

The logo for 'brap' is written 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.

making equality work for **everyone**

HPMA

HOW DO WE JOURNEY TOWARDS ANTI-RACISM?

Session 2

The developmental journey

Session one: What is racism?

Session two:
How does racism
hide in plain sight?

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

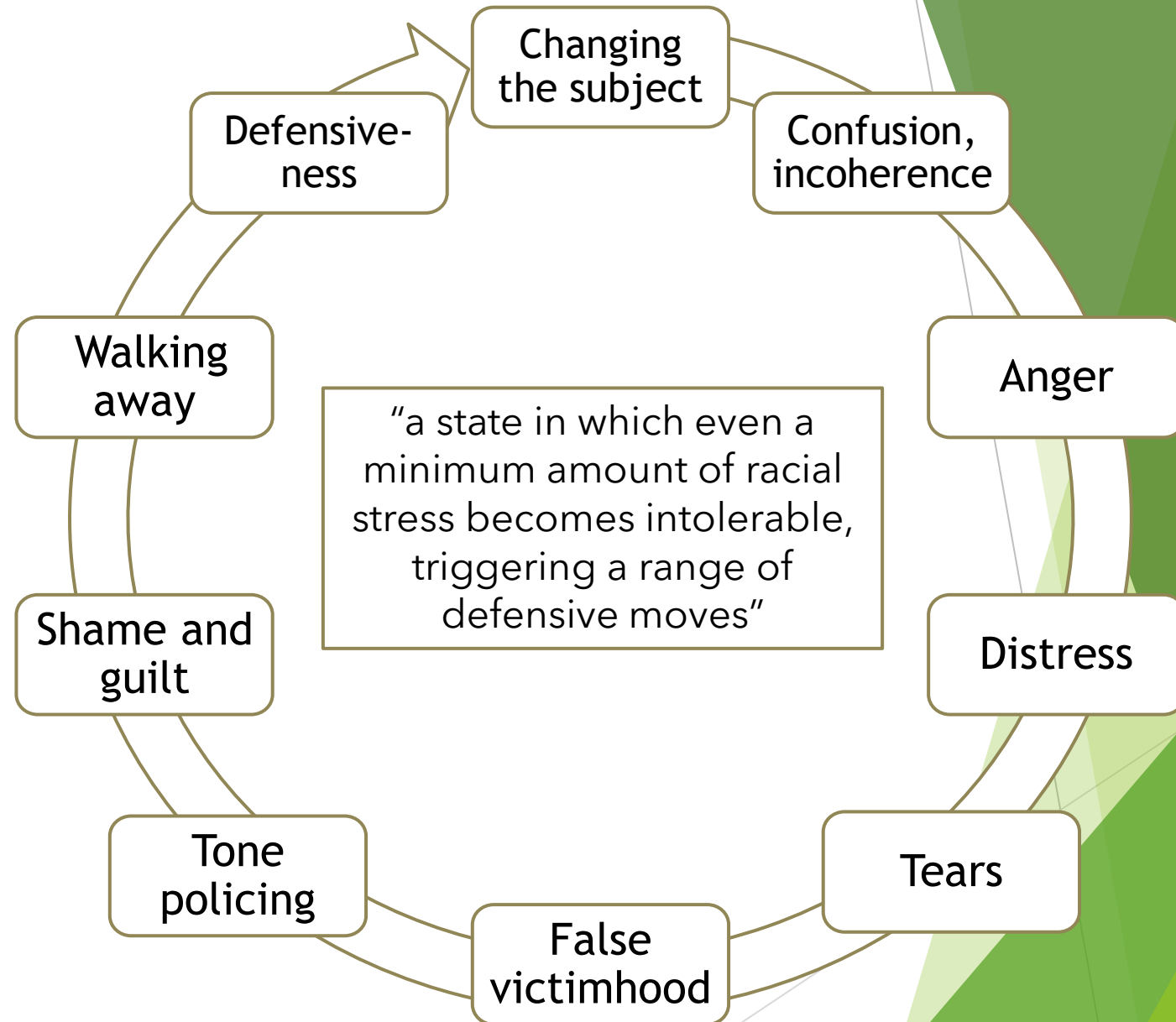
- Understanding unconscious and conscious biases

What is racism?

- ▶ Use of **power** to define the status of human beings
- ▶ **Creation** of a human hierarchy based on physical features
- ▶ Operating in favour of a **hierarchy** - where whiteness is superior
- ▶ Naturalising discrimination based on the hierarchy of **whiteness**
- ▶ **Not questioning** the experiences and outcomes of those who do not benefit
- ▶ **Actively reinforcing stereotypes** to maintain the status quo
- ▶ Perpetuating the **belief** that there are different 'races' and therefore justifying differential outcomes
- ▶ **Roots** in capitalism, colonialism, imperialism and Empire

White fragility

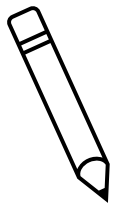
...functions as a means of white racial control



Robin DiAngelo (2011) [White Fragility](#)

International Journal of Critical Pedagogy, Vol 3 (3).

in group or out group?



Write down any characteristics that has put you in the 'in' group

1. Gender

2. Ethnicity /
Nationality

3. Culture

4. Education

5. Accent

6. Social
class

7. Age

8. Religion

9. Profession

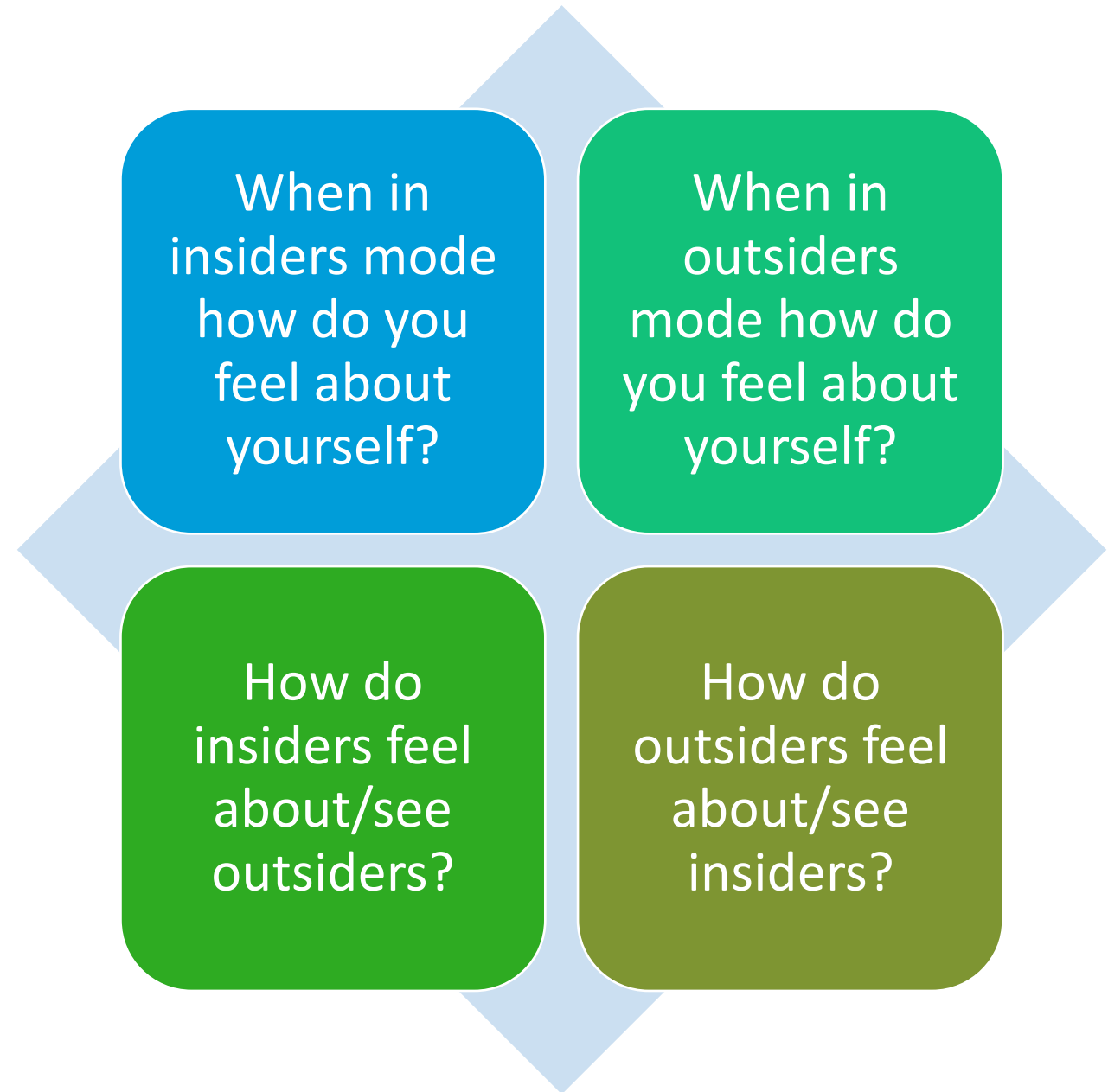
10. Disability

11. Sexual
orientation

12.
Racialised
identity

13.
Experience

in group & out group



Feel about self

- Lucky
- Credible and relevant privileged
- Safe
- Comfortable, confident
- normal
- Not thoughts – self reflection
- More choices
- Powerful
- Calm
- Validated secure safe
- grateful

Feel about outsiders

- Not paid attention to them
- Who???
- Nothing
- Guilty – impotent - and embarrassed
- Sadness – about opps I had they did not

INSIDER

- Isolated
- Lonely picked on
- Judges very angry frustrated
- Dismissed inferior ignored
- Unsafe
- Not good enough, dismissed
- Envious
- Vulnerable
- Fear
- Tribal – have to protect self – stick with what you know and who you know
- Alter

- Angry
- Should act differently
- Don't want them to see me

OUTSIDER

Feel about self

Feel about insiders

What is Bias?

Unconscious Bias – What is it?

Quick judgements

Affects our
understanding,
actions, and decisions

Happens
automatically

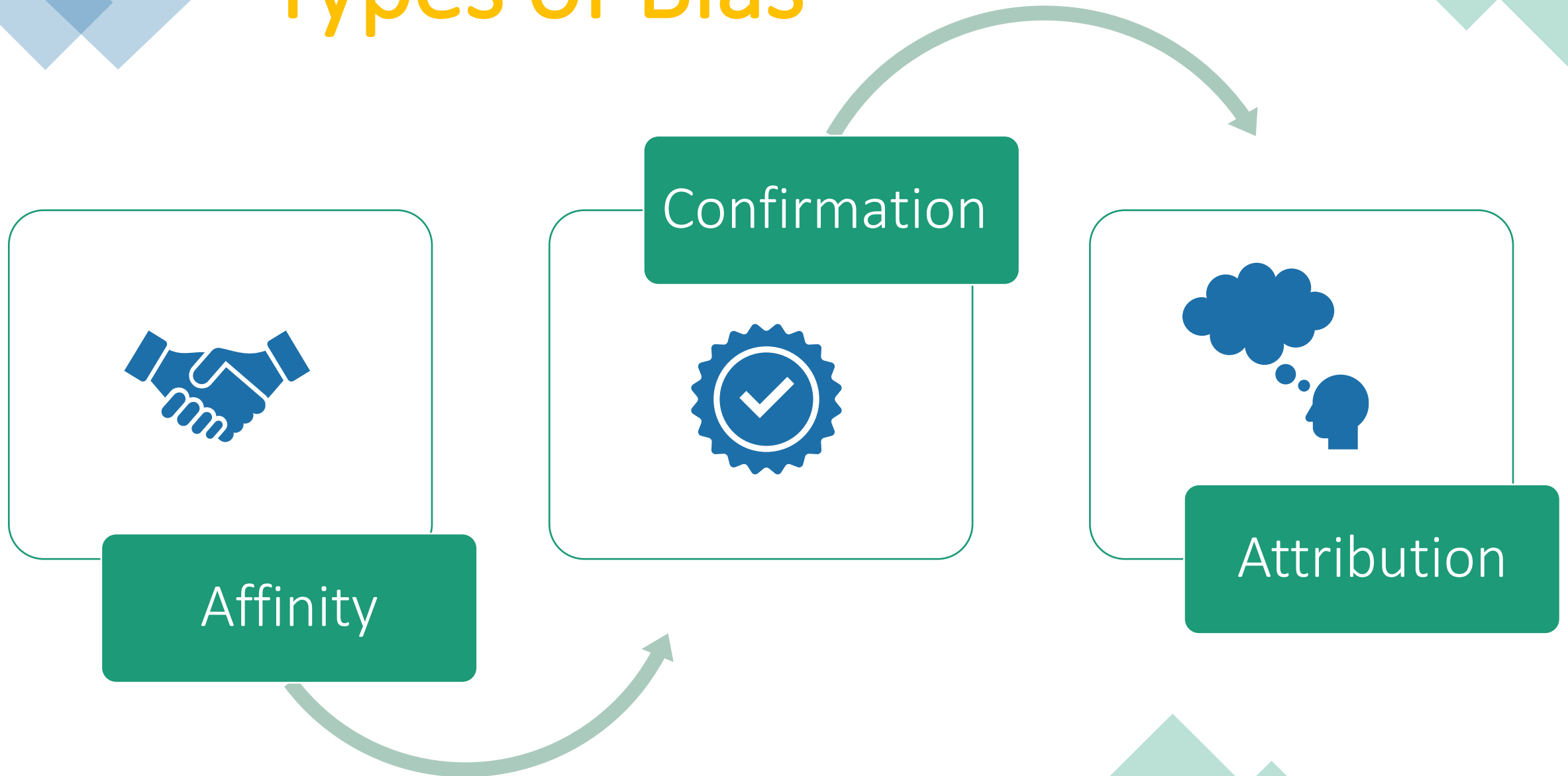
Subconscious

Informed by our
background,
cultural environment,
personal experiences

Soaked up from the
world

Represents deeply
engrained beliefs

Types of Bias



Micro-inequities

Micro-inequities: what are they?

"... are daily commonplace, subtle behaviours and attitudes toward others that arise from conscious or unconscious bias. Not only can microaggressions affect one's access to power, resources, and opportunity, but they could also contribute to the persistent disparities faced by marginalized groups among healthcare professionals as well as patients." https://journals.lww.com/co-anesthesiology/fulltext/2021/04000/professionalism_microaggression_in_the_healthcare.12.aspx

microaffirmations:
subtle acknowledgements of a person's value and accomplishments, which create a sense of belonging, value, appreciation and openness.

Ephemeral,
subtle and
covert

communicated
through
gestures, facial
expressions,
choices of
words, and
tones

frequently
unrecognized
by the
perpetrator

hard to prove
and often
disbelieved

OVERT / SOCIALLY UNACCEPTABLE RACISM

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

LOOKING CLOSER:
How racism shows up

- ◆ 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 ◆ **workplace cliques & banter**
 - ◆ **denial of white privilege** ◆ disconnect with and denial of history
 - ◆ not recognising the presence of history in current experiences
- ◆ 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 ◆ rewarding the one Black person that made it
- ◆ Positioning Britishness/British culture as great/best ◆ assuming good intentions is good enough

SOCIALLY ACCEPTABLE RACISM

Diagram adapted from Ellen Tuzzolo and Safehouse Progressive Alliance for Nonviolence

De-biasing

De-bias & 'Race'... Think about this

Acknowledge that you have bias related to BME people and the impact this can have

What are your biases? Where do they come from? How are they reinforced?

Be prepared to contradict your assumptions about BME people and 'race' - beware of 'gut' instinct

Ask 'others' to hold you to account

How open are you really to challenging conversations? Who do you have them with?

Seek out and 'accept' feedback from unusual places

Reflect on who you know, how you know them and who you don't know & why

Be aware of defensive reactions (white fragility) – they often defend & maintain the status quo

Recognise that though your biases might change - no one is free of bias

You are not neutral - nor is your space!

Resources to review

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
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>
5. Verna Myers: How to overcome our biases? Walk boldly toward them: <https://www.youtube.com/watch?v=uYyvbglNZkQ>

From session 1:

- 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>