

The A-Z of Black Lives Matter

Section 1 : Glossary of Terms



**BLACK
LIVES
MATTER**

Healthier Futures

Black Country Integrated Care System



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EDITORIAL PANEL NOTE

For us, the George Floyd Murder and the complexity of the resulting discussions in the summer of 2020 highlighted the ill effects of racism around the world and reminded us about systemic racism and its devastating impact on our society and a global scale.

With the introduction of this resource pack, we aim to tread with sensitivity, grace, care, and tact whilst supporting organisations in the Black Country ICS to address and tackle racism in all of its forms.

Education is the tool in which we stitch together the values of our social fabric. We aim to provide a safe space to explore their impact and historic relevance today.

Black Country ICS Equality, Diversity, and Inclusion Delivery Group

A special thanks to Yvonne Coghill CBE/OBE, Kurly Mc Gheacie, Dreadlock Alien, Dr Joan Myers (MBE) Nesta Williams and Shamsher Chohan Communities Inc. for their contributions to the development of this resource.

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Background to the resources:

The summer of 2020, the murder of George Floyd at the hands of the American Police, the subsequent Black Lives Matter protests, and the Windrush scandal coupled with a global pandemic have deeply affected us all in some shape or form. Fear, paranoia, rage, injustice, and sorrow have all resulted in several unanswered questions about systemic racism and what we can all do to help eliminate it.

The Black Country ICS Equality, Diversity, and Inclusion delivery group embarked upon a quest to develop a sustainable resource pack that could be used to help support education and awareness of what systemic racism is and what it truly means to be anti-racist within the Black Country Integrated Care System (ICS).

With the help of two cultural artisans –Alan Kurly Mc Geachie (Memorhyme) and an award-winning poet – Richard Grant: AKA –Dreadlock Alien, we developed this resource – The A-Z of Black Lives Matter. The resource has been designed to enhance our understanding of what racism is how this manifests in the workplace and the negative impact of racism generally. The resource pack is split into five separate resource packs with specific topics such as the A-Z of Black Lives Matter: Glossary of Terms, Understanding Racism, What is a microaggression and gaslighting? White Privilege and White Allyship.

This resource is available for any member of staff to use to educate themselves about racism and (where applicable) how to be anti-racist. The resources aim to increase understanding and awareness which will hopefully result in inclusive, anti-discriminatory, and anti-racist workplace environments for all.



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[MAIN MENU](#)

SECTION 1 :The A- Z of Black Lives Matter: Glossary of Terms & Words

This section of the resource has been developed to provide a list of words, meanings, phrases and their definitions taken from various research reports and dictionary definitions and are an interpretation of language and their meaning. Language, phrases, and terms develop and evolve and this section of the resource sets out a glossary of some of the everyday terms, words, and phrases to help people understand what they mean and are specifically related to the topic of racism.

The terms , phrases and words are intended to shed a light on our use of every day terms so that we can use these phrases , terms and words to help explain to people what they mean in the context of racism and being anti – racist.

It has been designed to start the debate about racism and to give people the confidence to have conversations about race and racism at work and outside work.

The A-Z of Black Lives Matter Glossary of Terms is not an exhaustive list and there are some phrases and words that are not included within this resource pack; however, we have tried to ensure that specific phrases that are related to Anti-racism and the meaning behind these terms are included to support an increase in knowledge awareness and understanding.

SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

A

Anti –Racist Being anti-racist is being opposed to racist practices, belief systems, language, policies and behaviours on the basis of someone’s race and proactively taking tangible steps to eliminate these practices that marginalise people who are from a Black, Asian and Ethnic Minority background.

Anti – Racist Action Anti-racist action seeks to dismantle institutionalised practices of racism. It also identifies and confronts racist ideologies which manifest overtly and covertly in institutions, conversations, curriculum, and organisational structures.

Ally Being an Ally is proactively doing something to show your support and solidarity for people who suffer disadvantage and who experience oppression and discrimination on a daily basis. It is not enough to have empathy with people from a Black, Asian, and Ethnic Minority background, an effective ally is someone that will facilitate long-lasting positive change, such as helping to create more employment opportunities at a senior level for Underrepresented groups or speaking out /taking action against racism or incivility directed at people from a Black, Asian, and Ethnic Minority background.



SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

A

- Abolition** The abolition of slavery has always been hailed as a moral and social justice movement to be looked upon with pride. The English were the last to abolish slavery in the colonies. A different view could be that the abolitionist movement was a public relations exercise at the end of colonial slavery to hide the fact that sugar was no longer as financially viable as tobacco and cotton production grown in the southern United States. Indentured labour replaced African slave models with Indian labourers.
- Assimilation** The practice or policy of assimilating or encouraging the integration of people from a Black, Asian and Ethnic minority background/ different cultures within the majority culture. However in his book - How To Be An Antiracist, 2019 Ibram Kendi defines an **assimilationist** as a person /or organisation that is expressing the racist idea that a racial group is culturally or behaviourally inferior and therefore supports the introduction of specific cultural programmes designed to reinforce this idea in order to develop that racial group.
- Accountability** In the context of **race equality** accountability refers to how individuals and organisations hold themselves responsible for the achievement of their goals and actions concerning race equality. To be accountable a person / organisation needs to be transparent and demands a commitment to making a difference that will be sustainable over the long term for the benefit of disadvantaged groups.

SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

B

- B.A.M.E** This term Black, Asian, and Minority Ethnic is often used to describe non-white people and includes all Ethnic groups. The term BAME people is considered to be negative and it is preferable to use the term people from an ethnic minority background /global majority or people from a Black, Asian, or Ethnic Minority background.
- Bigotry** Is the possession or expression of strong, unreasonable, irrational, negative opinions or views which manifest as prejudice towards people from a Black , Asian and Minority Ethnic background
- Black People** People who are of African or Caribbean heritage. If you're referring to Black people, do not use the term '**blacks**' in the plural sense as this is offensive and is associated with a negative meaning used in the Apartheid regime in South Africa. In the UK **coloured people** and to some extent '**people of colour**' is also offensive as these terms are often associated with the language used by White Supremacists in the United States. However, people of colour is often used by African Americans in the U.S.
- Black Lives Matter** A political movement to address systemic and state violence against African Americans. In 2013 three radical Black organisers—Alicia Garza, Patrisse Cullors, and Opal Tometi created a Black - centred political will and a movement-building project called #BlackLivesMatter. It was in response to the acquittal of Trayvon Martin's murderer, George Zimmerman.

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B

- Bias** Inclination or prejudice for or against one person or group , especially in a way considered to be unfair.
- Blackness** The fact or state of belonging to any human group having dark coloured skin – e.g. my experiences have made me far more aware of my blackness than ever before.
- Bi- racial** A term mainly used in the United States to describe individuals with parents from two different racial backgrounds. The term commonly used in the United Kingdom is mixed race or dual heritage.
- Biological Weathering** The term Biological “weathering” coined by Arline T. Geronimus, describes how the constant stress of racism may lead to premature biological aging and poor health outcomes for black people, like disproportionately high death rates from chronic conditions such as heart disease, stroke, diabetes, and most cancers.



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C

- Colonialism** The colonisation of countries during the reign of the British Empire. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.
- Collusion** In the context of racism, collusion is when people act to maintain oppression or prevent others from working to eliminate oppression. e.g. in the case of a racial bullying and harassment claim made against a senior manager, “other colleagues colluded with the alleged perpetrator as they saw what was happening at the time and did not intervene or report the inappropriate behaviour.”
- Cultural Misappropriation** Is the inappropriate or unacknowledged adoption of an element or elements of one culture or identity by member of another culture or identity. This can be controversial when members of the dominant culture adopt one or more elements of the cultural identity of another ethnic group with the intent of exploitation.
- Coloured** A term often used in South Africa under the apartheid system of rule. Anyone who did not fit into the black or white category was labelled as coloured. This term is **offensive** in the UK.

SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

D

Discrimination *Racial* discrimination is the unjust, unlawful, or prejudicial treatment of others on the grounds of their background. E.g. ethnic background. The law makes it illegal to discriminate against someone based on race, colour, or national origin. The law also makes it illegal to victimise someone because they have complained about discrimination.

Diversity Diversity means respecting and appreciating the unique characteristics that make people different. Examples include race, ethnicity, socioeconomic status, age, sexuality and religion disability, marital and civil partnership, and gender identity status.

Dual heritage Having parents of different nationalities or ethnicities. Some people will prefer the term Mixed Race or Biracial.

Diaspora African Diaspora is the term commonly used to describe the mass dispersion of people from Africa during the transatlantic slave from the 1500s to the 1800s. This diaspora took millions of people from Western and Central Africa to different regions throughout the Americas, the Caribbean, and Europe.

Detriment Anything that causes damage or injury. ... the definition of a detriment is something that can cause damage, injury or harm.



SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

E

Equality Equality assumes that everyone is starting from the same level playing field, however unfortunately this isn't true as not everyone is given the same life chances and opportunities. Equality aims to promote Equality of opportunity fairness and justice, but can only be realised if everyone is given equality of opportunity in terms of access to job opportunities, housing, healthcare, and education.

Equity Equity is about the fair distribution of opportunities in our society. It is about ensuring that people get access to the same opportunity. For some people, their differences and backgrounds create unequal access and barriers to participation. Equity acknowledges that not everyone has the same start in life and puts measures in place to ensure fairness in outcomes for all people. We must first ensure equity before equality can be achieved.

Ethnicity A social construct that puts people into smaller social groups based on characteristics such as a shared sense of group identity, language, cultural tradition, and ancestral geographical base. e.g. Korean, Asian, African.

Ethnic origin Large groups of people classed according to common racial, national, tribal, religious, linguistic or cultural origins.



SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

F, G, H

- Fairness** Impartial and just treatment or behaviour without favouritism or discrimination.
- Gaslighting** Gaslighting is classic abuse of power. It is bullying. It's a manipulative power-game, which individuals or groups of individuals play within a workplace with deliberate intent to control an individual or control a situation. A perpetrator could be a co-worker or a line manager.
- Homogenous** In the context of anti-racist phrases and language or the term B.A.M.E; homogenous means of the same or a similar kind of nature. However, it is important to understand that people from Black, Asian, and Minority Ethnic backgrounds are not all the same and therefore are not **homogenous**, and terms such as “**the BAME issue**” or “**BAME people**” can be classed as offensive
- Heritage** Heritage is the full range of our inherited traditions, monuments, objects, and culture.

NEXT SECTIONS – I,M,O,P



SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

- Inclusion** Including traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power in a meaningful way. An inclusive working environment is an environment where people feel that they belong without having to conform, that their contribution matters and that they are able to perform to their full potential, no matter their background, identity or circumstances.”
- Implicit bias** Also known as **unconscious** or **hidden bias**, implicit biases are negative assumptions, attitudes, belief and stereotypes that people unconsciously hold. These biases are expressed automatically, without conscious awareness of the impact that this may have on disadvantaged groups. Many studies have shown that implicit biases affect individuals’ attitudes and actions which tend to be seen in decision-making thought processes. Even though individuals may not even be aware that those biases exist within themselves, individuals who state a commitment to improving equality, diversity, and inclusion often end up acting in a way that goes against this principle because of their own implicit bias. The Harvard Implicit Association Test (IAT) is often used to measure implicit biases concerning race, gender, sexual orientation, age, religion, and other topics.
- Interpersonal racism** This racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm. Examples: public expressions of racial prejudice

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I

- Institutional racism** Institutional racism is discrimination or unequal treatment on the basis of membership of a particular ethnic group (typically a group that is marginalised) as a result of systems ,structures or expectations that have become established within an institution or organisation.
- Internalised racism** Is when a racial group oppressed by racism continues to hold deep-seated negative beliefs about their racial group which in turn supports & maintains oppressive views and practices and Opinions in society. For Black, Asian, and Minority Ethnic people this may mean conscious or unconscious negative beliefs about themselves or their group as a result of internalised oppression. For some White people, it may mean holding negative beliefs about Black, Asian , and Ethnic Minorities based on internalised privilege, which can manifest as a sense of superiority and entitlement.
- Intersectionality** Is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people. Overlapping social categories such as race, ability, religion, sexuality, gender, and class, can mean that a person experiences multiple layers of discrimination and disadvantage.

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M

Marginalised To treat a person or individual as unimportant or grant them a powerless position within a society or group.

Microaggressions A microaggression is a term used for commonplace daily verbal, behavioural or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatised or culturally marginalised groups.

Macro aggressions A large-scale or overt aggression toward those of a different race, culture, gender, etc.; contrasted with a microaggression. A macroaggression is an act of racism towards everyone of a race, gender or group. *An example of a macroaggression would be individuals spreading misinformation about COVID-19 and placing blame on Asia. This has contributed to an increase in hate crimes against Asian Americans and Pacific Islanders.*

Mixed Race Having parents or ancestors from different ethnic backgrounds.



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O

Oppression In the context of racism, oppression is defined as cruel or unjust use of power or authority. Power + Prejudice leads to oppression.

Overt Overt racism or explicit racism is the intentional and/or obvious harmful attitudes or behaviours towards another minority individual or group because of the colour of his/her skin (Elias, 2015). It includes any language or behaviours that demonstrate a conscious acknowledgement of racist attitudes and beliefs. Overt racist actions are those that are the easiest to see and describe as racism, unlike the more covert (hidden) and subtle forms of racism.

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P

Performative allyship

In the context of being ‘non-racist’ rather than anti-racist, **performative allyship** is when people engage in activities in support of the anti-racist agenda to increase their own position/standing in the workplace, rather than because they are committed to fighting inequity and injustice and can be seen as superficial or surface-level support.

Prejudice

Prejudice is an assumption or an opinion about someone simply based on that person's membership to a particular group. ... For example, a person might have a lot of preconceived ideas about someone who is Christian, Muslim, or Jewish and will allow those judgements to affect the way they view and treat those people.

Privilege

Privilege is an advantage that protects people against any form of discrimination related to their ethnicity and race. White privilege, however, does not imply that white people have not or cannot experience challenges or difficulties in life because of their socio economic status; it means that any challenges that a white person has faced or may face is not related to the colour of their skin.



NEXT SECTIONS – R, S, T, W, X



SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

R

Racism Prejudice, discrimination, or hostility against a person or group based on their ethnicity or race. This can be led by an individual, a group, or institution. It is typically targeted towards minority groups or marginalised people.

Race Race is defined as “a category of humankind that shares certain distinctive physical traits.” Many theorists have describe race as a social construct something which was made up by more than 100 years ago. American sociologist W.E.B. Du Bois was concerned that race was being used as a biological explanation for what he understood to be social and cultural differences between different populations of people. He spoke out against the idea of "white" and "black" as discrete groups, claiming that these distinctions ignored the scope of human diversity and that there are not different races but only one race the human race. Race is defined as “a category of humankind that shares certain distinctive physical traits.”

Race Equality Is when institutions act to ensure all individuals have equal rights without discrimination based on race or any other personal characteristic they may possess.

Racist ideology Refers to world views, beliefs, and ideas that are rooted in racial stereotypes and biases.



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S

Systemic Racism Systemic racism is a form of racism that is embedded in the laws and regulations of a society or an organisation. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation.

Structural Racism Structural racism means wider political and social disadvantages within society, such as higher rates of poverty for Black and Pakistani groups or high rates of death from COVID-19 among people from a Black Asian and Minority Ethnic background. Structural racism has a significant impact on the life chances of people from Black, Asian, and Minority Ethnic backgrounds in terms of well-being. It can be seen in a racial hierarchy that still exists today in our organisations and institutions which puts white people at the top of the hierarchy and in a position of privilege and ethnic minorities at the bottom.

- Individual (within interactions between people)
- Institutional (within institutions and systems of power)
- Structural or societal (among institutions and across society)

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T

Tokenism The practice of doing something such as only hiring an Asian person to prevent criticism and give the appearance that people are being treated fairly” (Merriam Webster). Tokenism is about including someone in a group purely for the sake of sounding or looking diverse. Tokenism is not genuine—it's keeping up appearances. Tokenism is, simply, covert racism.

SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

W

White privilege

White privilege is an advantage that protects white people against any form of discrimination related to their ethnicity and race. White privilege, however, does not imply that white people have not or cannot experience challenges or difficulties in life because of their socio economic status ; it means that any challenges that a white person has faced or may face is not related to the colour of their skin.

White fragility

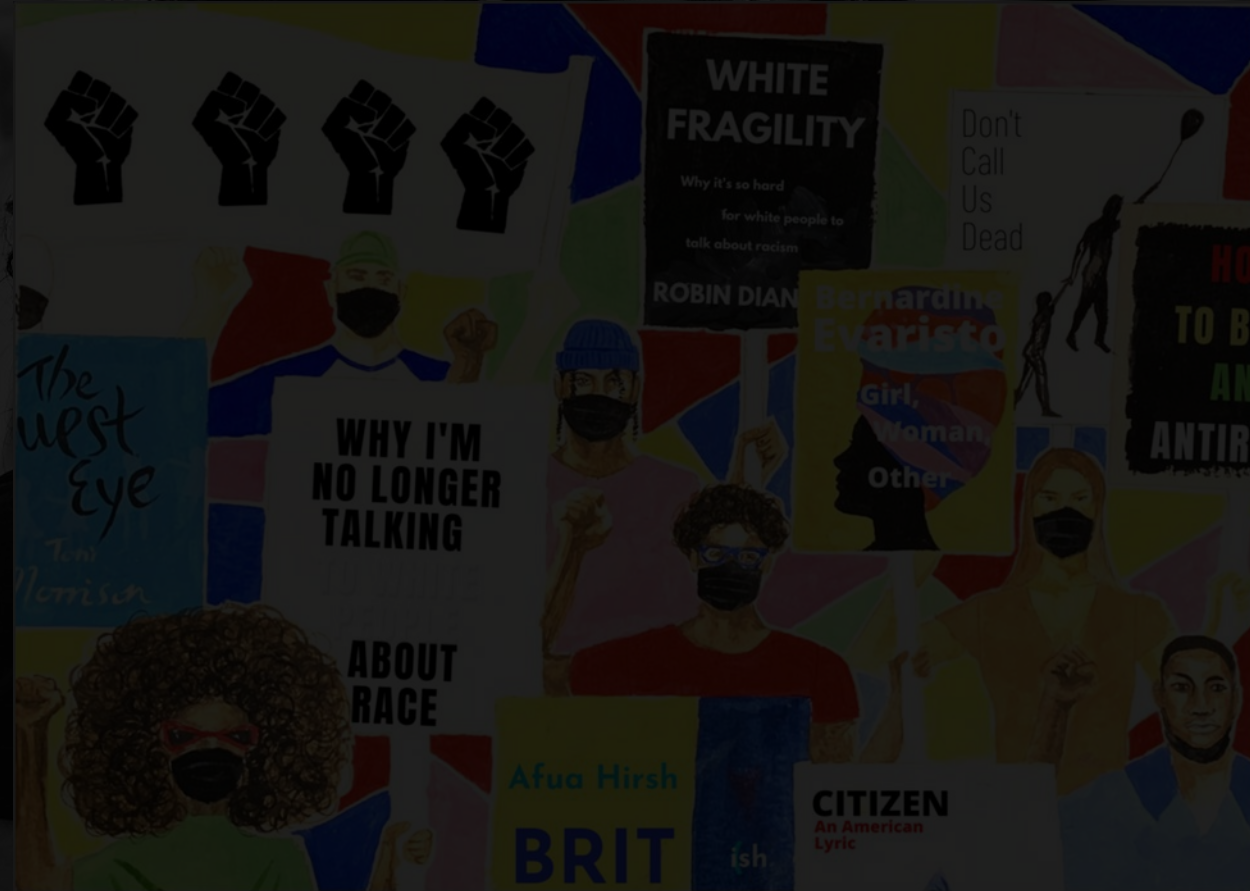
White fragility refers to feelings of discomfort some white people experience when they participate in discussions around racial inequality and injustice. For example, people from a Black Asian and Ethnic Minority background may find it difficult to speak to white people about white privilege and superiority. The white person may become defensive, and the person from the minority group may feel obligated to comfort the white person to avoid upset and keep the peace.

SECTION 1: The A- Z of Black Lives Matter: Glossary of Terms/Words

X

Xenophobia Hostility to, severe dislike , or fear of foreigners, people from different cultures, or strangers: Xenophobia and nationalism can be seen as a reaction to the rise of globalisation.

Recommended reads - Books : Glossary of terms



Books

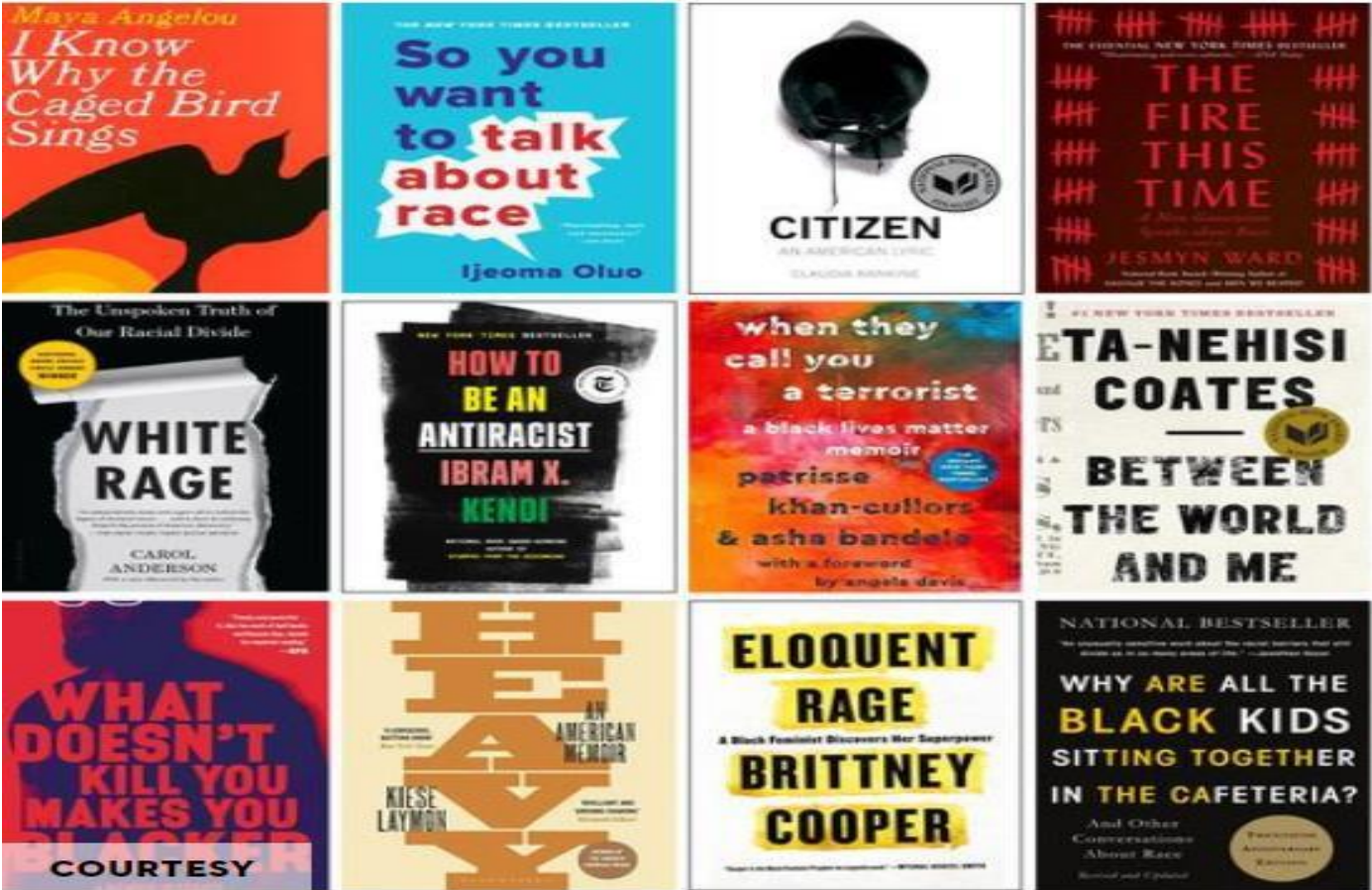


Image Gallery

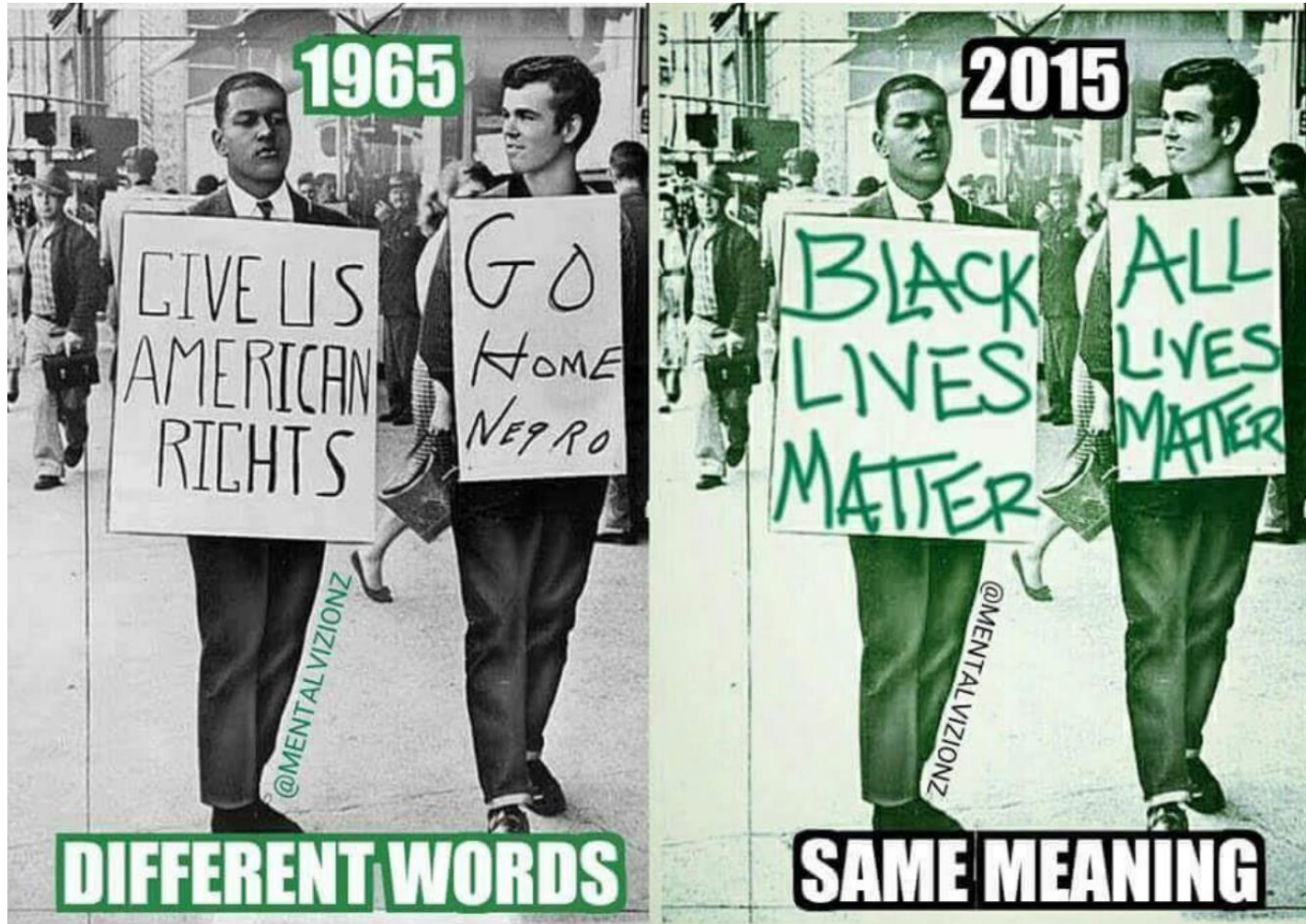


Image Gallery - The British experience



Image Gallery –BLM protests



Glossary of Terms

Thank you for reading

