

Important topics

Section 2 : Understanding racism (The history)



**BLACK
LIVES
MATTER**

Healthier Futures

Black Country Integrated Care System



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Section 5: Understanding the Concept of Allyship (See Understanding the Concept of Allyship resource pack)



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 OBE/CBE, 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: 2020 : A year of change

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 toolkit aims to increase understanding and awareness which will hopefully lead to inclusive anti-racist workplace environments for all.



Contents : Understanding Racism

Videos & Resources

Akala: Black History Month: Q&A- Oxford Union Address

Conversation about race with Jane Elliot on human race

Reni Eddo Lodge on race, social injustice and quotas

Influential black people discuss their experiences of prejudice

Michael Holding and Ebony Rainford-Brent – ending institutional racism

Michael Holding leads emotional discussion about educating society on racism

Welcome to RAS (Race and Space)– Who is B.A.M.E?: Black Country ICS BLM podcasts

Additional resources explaining racism: various comedy clips

Recommended books to read

Image Gallery



Healthier Futures
Black Country Integrated Care System



Section 2: Important Topics (Understanding Racism)

Introduction

The year 2020, with the killing of George Floyd and the disproportionate effects of Covid-19 on ethnic minority communities have underlined just how deadly and damaging racism can be. After such a year, and the mass Black Lives Matter mobilisations that seemed to reflect public feeling, you might expect a new level of public understanding of racism and commitment to racial justice; however a deep divide still exists in multi-cultural Britain and structural racism and racism in all of its forms sadly remains part of the fabric of our society.

This section of the toolkit has been designed to enlighten people about the ill effects of racism. The aim is to educate ourselves and to gain a deeper understanding of what racism is and how this manifests in our society and workplace. Some of the videos may strike a cord in terms of controversial themes. We make no apology for that as the content and resources in this section of the resource is meant to provide alternative viewpoints and perspectives to help people to understand racism **and what they can do to help stamp it out.**

We encourage you to watch as many videos as you can and read at least one book from the recommended books section to deepen your awareness and understanding.

Section 2: Important topics (Understanding racism)

What is racism?

The Oxford Dictionary defines it as, "Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior." However, this is a simplified explanation of a complex issue.

Systemic Racism: A combination of systems, institutions and factors that advantage white people and for people of colour, cause widespread harm and disadvantages in access and opportunity. One person or even one group of people did not create systemic racism, rather it: (1) is grounded in the history of our laws and institutions which were created on a foundation of white supremacy;* (2) exists in the institutions and policies that advantage white people and disadvantage people of colour; and (3) takes places in interpersonal communication and behaviour (e.g., slurs, bullying, victimisation , harassmment, unfair treatment,)

In the above definition, the term “white supremacy” refers to the systematic marginalisation or oppression of ethnic minorities based on a socially constructed racial hierarchy that privileges people who identify as white. It does not refer to extremist ideologies which believe that white people are genetically or culturally superior to non-whites and/or that white people should live in a whites-only society (e.g. Extreme right ideology) (Definition above taken from <https://www.adl.org/racism>)

Section 2: Important topics (Understanding Racism)



Video

Akala Black History Month: Q&A Oxford
Union Address : **Open hyperlink below
to watch**

<https://www.youtube.com/watch?v=WUtAxUQjwB4>

Section 2: Important topics (Understanding Racism)



Video

Part 2: Conversation about race with Jane Elliott on human race: At home with Linda and Drew Scott : **Open hyperlink below to watch**

https://www.youtube.com/watch?v=YDiQDTv8T_w

Section 2: Important topics (Understanding Racism)



Video

Reni Eddo- Lodge on race, social injustice and quotas: **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=CEG-U4TnuDM>

Section 2: Important topics (Understanding Racism)



Video

Influential black people discuss their experiences of prejudice | ITV News – YouTube : **Open hyperlink below to watch**

[Influential black people discuss their experiences of prejudice | ITV News - YouTube](#)

Section 2: Important topics (Understanding Racism)



Video

Michael Holding and Ebony Rainford-Brent speak passionately about ending institutionalised racism : Sky Sports–

Open hyperlink below to watch

[Michael Holding and Ebony Rainford-Brent speak passionately about ending institutionalised racism - YouTube](#)

Section 2: Important topics (Understanding Racism)



Video

Michael Holding leads emotional discussion about educating society on racism – Sky Sports : **Open hyperlink below to watch**

[Michael Holding leads emotional discussion about educating society on racism - YouTube](#)

Section 2: Important topics (Understanding Racism)

The effects of racism at work

0:07 / 2:06

Centre On Dynamics of Ethnicity: The effects of racism at work

Video

Short video explaining the effects of racism at work – Centre on Dynamics of Ethnicity : **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=UIz6W9cl1Ds>

Section 2: Important topics (Understanding Racism)



The path to building an anti-racist workplace | Susan Long-Walsh | TEDxSeattle

Video

Susan Long Walsh : The path to building an anti –racist workplace: TEDxSeattle
Open hyperlink below to watch

<https://www.youtube.com/watch?v=GnKGa38OZ10>



Section 2: Important topics (Understanding Racism)



Race, Racism, Prejudice and Discrimination - What are they?

Video

Short video explaining the differences between discrimination prejudice and racism-: **iheed**

Open hyperlink below to watch

<https://www.youtube.com/watch?v=Jt0f5WyAoGU>



Section 2: Important topics (Understanding Racism)



Direct race Discrimination in the workplace

Video

Short video explaining what direct race discrimination is in the workplace and what to do if you are experiencing race discrimination.

Jodie Hill : Thrive Law

Open hyperlink below to watch

https://www.youtube.com/watch?v=jY8iyYv_zCE



Section 2: Additional Resources (Understanding Racism)



Comedy clip : understanding racism

Reverse Racism: Aamer Rahman : **Open
hyperlink below to watch**

https://www.youtube.com/watch?v=dw_mRaIHb-M

Section 2: Additional Resources (Understanding Racism)



Comedy clip: understanding racism

Fear of Brown Planet - Whitey Workshop
Aamer Rahman : **Open the hyperlink
below to watch**

<https://www.youtube.com/watch?v=uuDvAlnMYgU>

Section 2: Additional Resources (Understanding Racism)



Comedy clip: understanding racism

James Acaster - Understanding the British Empire : **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=x73PkUvArJY>

Section 2: Additional Resources (Understanding Racism)



Comedy clip: understanding racism

Trevor Noah :How the British took over India: **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=QhMO5SSmiaA>

Section 2: Additional Resources (Understanding Racism)



Comedy clip: understanding racism

The danger of a single story
Chimamanda Ngozi Adichie: **Open
hyperlink below to watch**

<https://www.youtube.com/watch?v=D9lhs241zeg>

Section 2: Additional Resources (Understanding Racism)



Comedy clip: understanding racism

Guz Khan: we need to talk about the whole Muslim terrorist stereotyping thing

BBC comedy : (NB: contains explicit themes)

Open hyperlink below to watch

<https://www.youtube.com/watch?v=L4h79ExDpg8>

Section 2: Additional Resources (Understanding Racism)

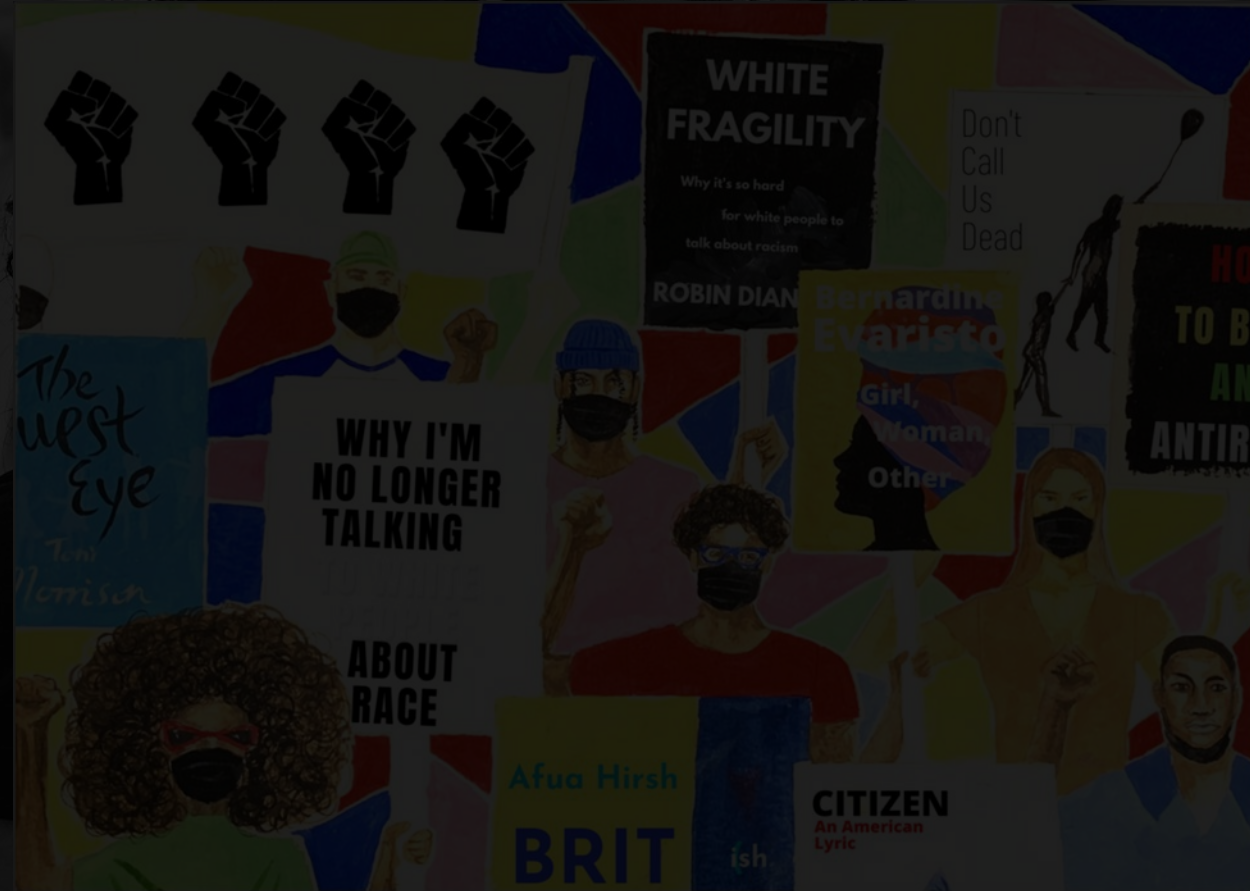


Understanding racism: [Why This resource pack was developed](#) (NB: footage contains disturbing events)

Video of George Floyd detained at gunpoint shown to US jury - BBC News – YouTube .**Open hyperlink below to watch**

<https://www.youtube.com/watch?v=44orz-HdQFw>

Recommended Books : Understanding Racism

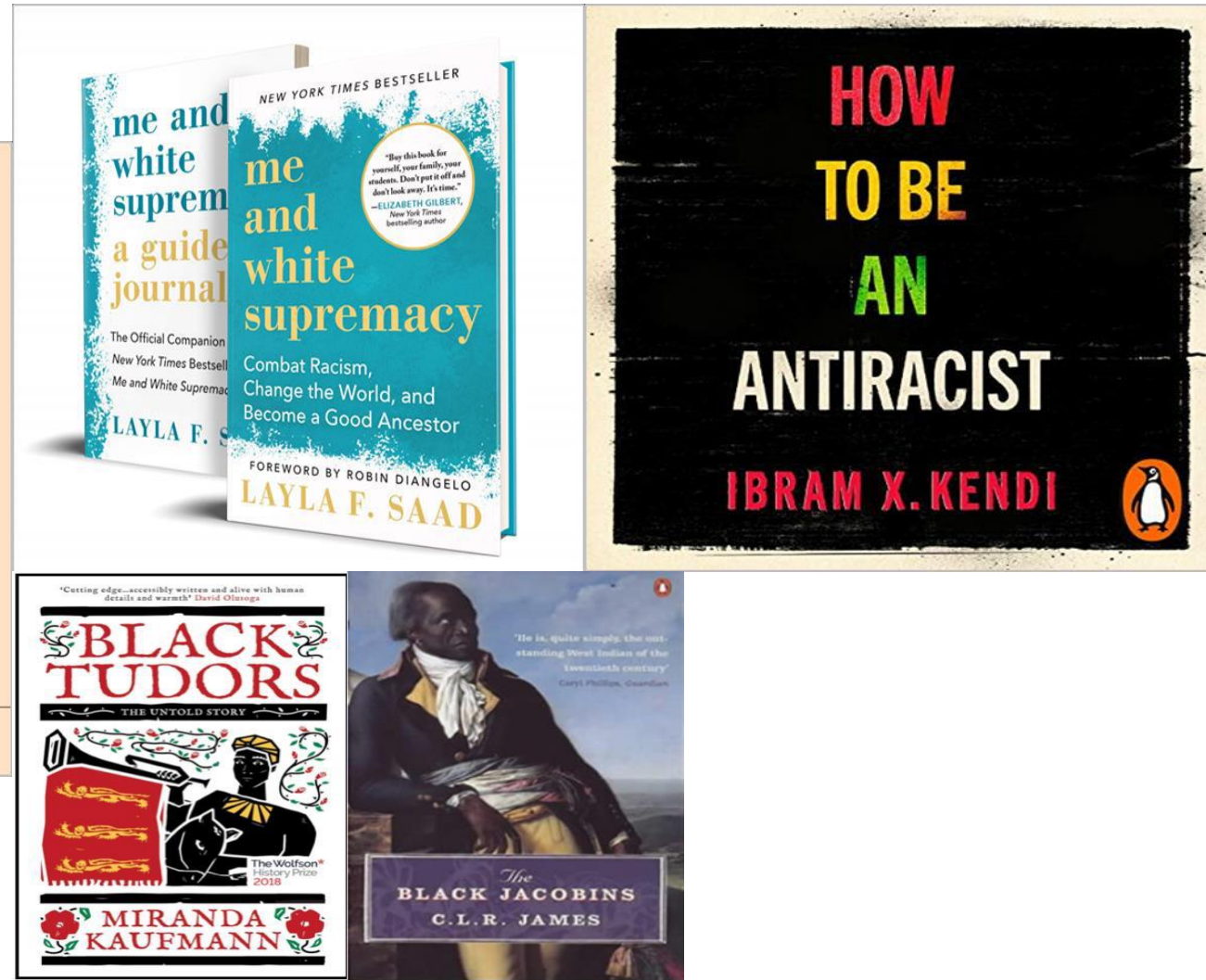


Books

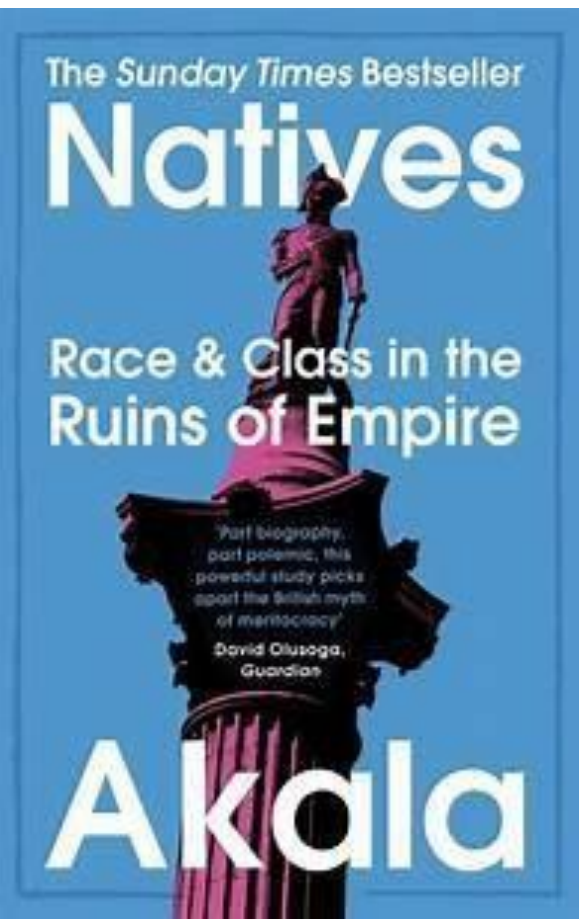
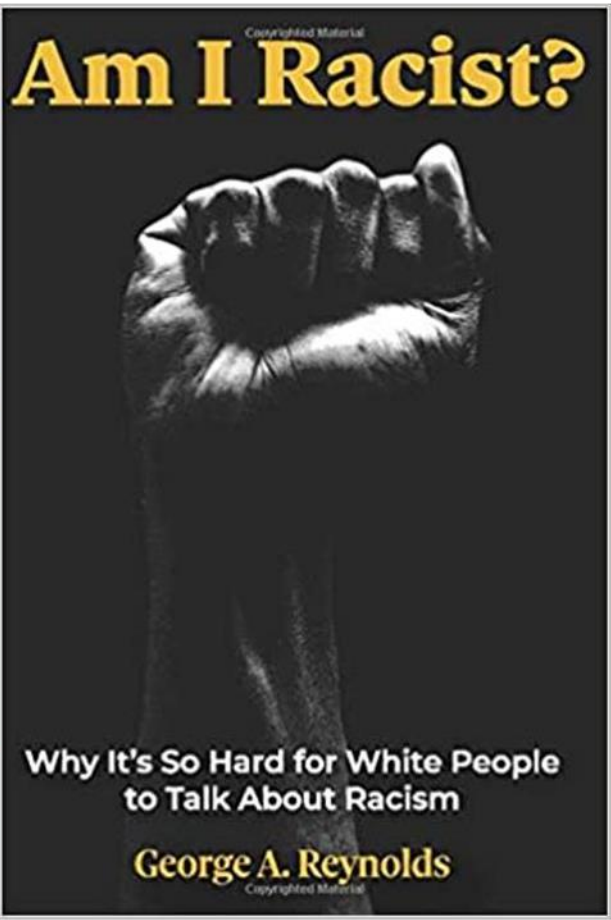
4 | Read up on antiracist works

It is not enough to dislike racism, you need to work towards antiracism. The following will be essential for your learning: *Me And White Supremacy* (Layla Saad) and *How To Be An Antiracist* (Ibram X. Kendi).

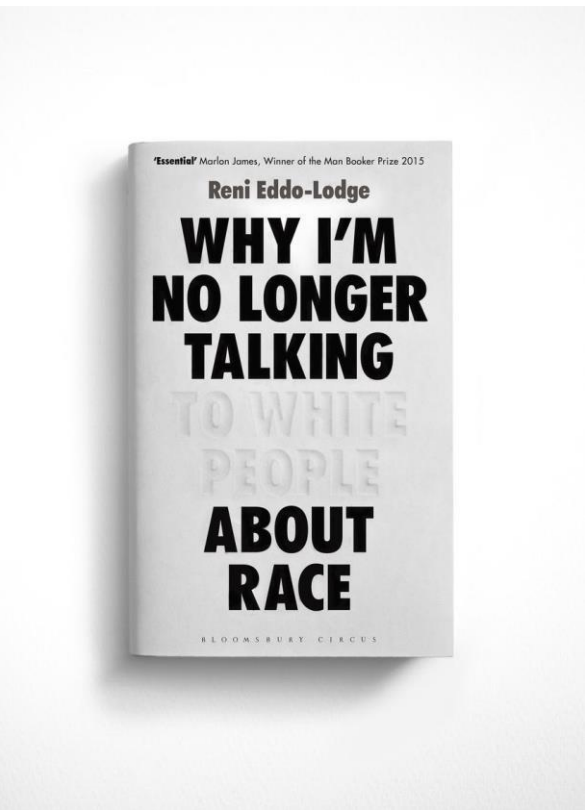
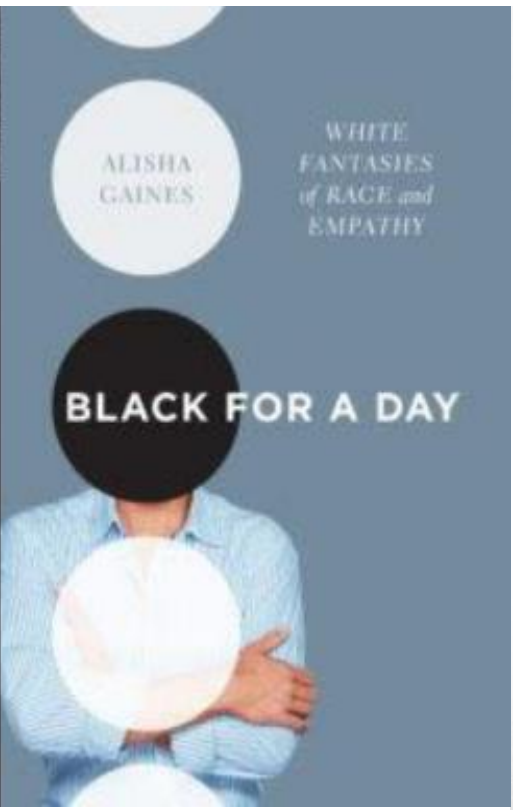
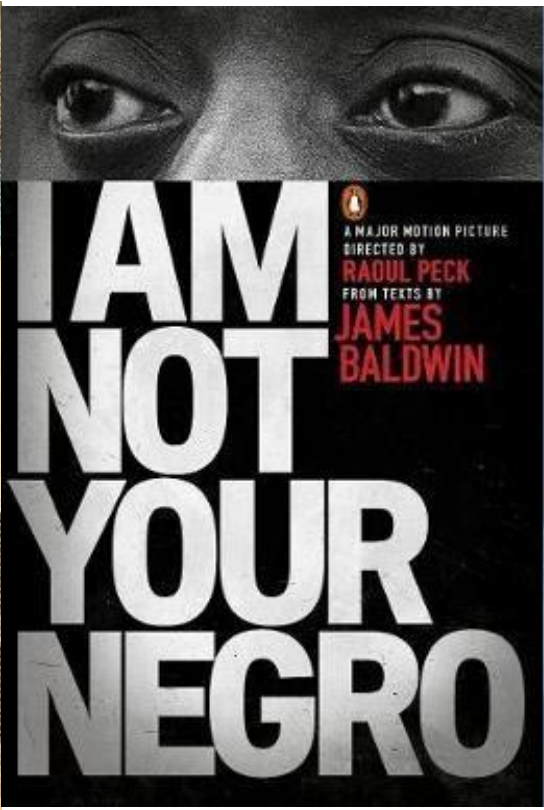
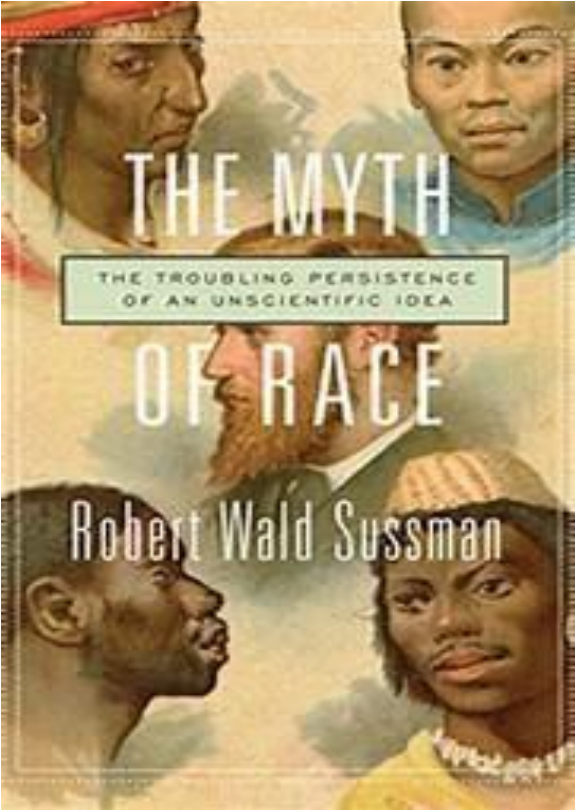
@mireillecharper



Books



Books



Books

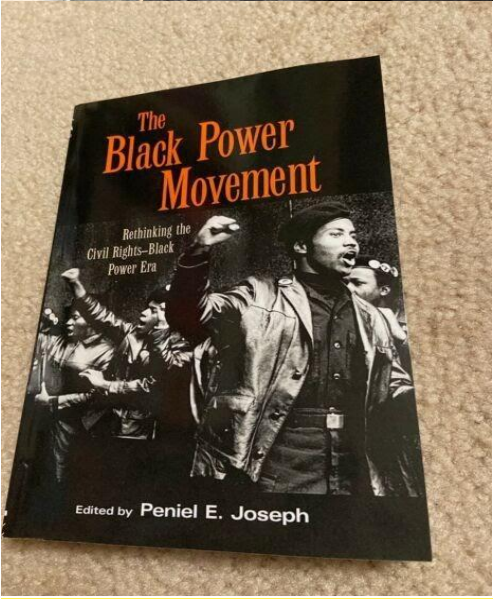
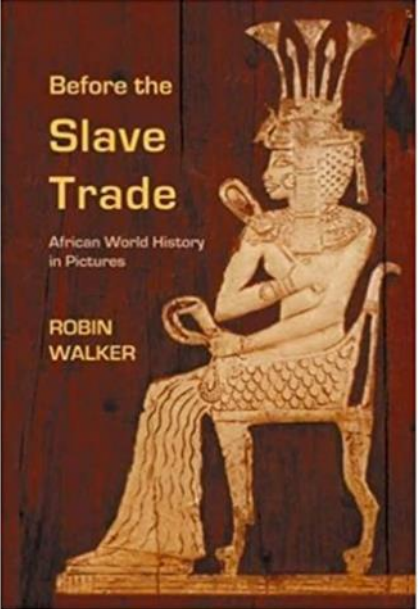
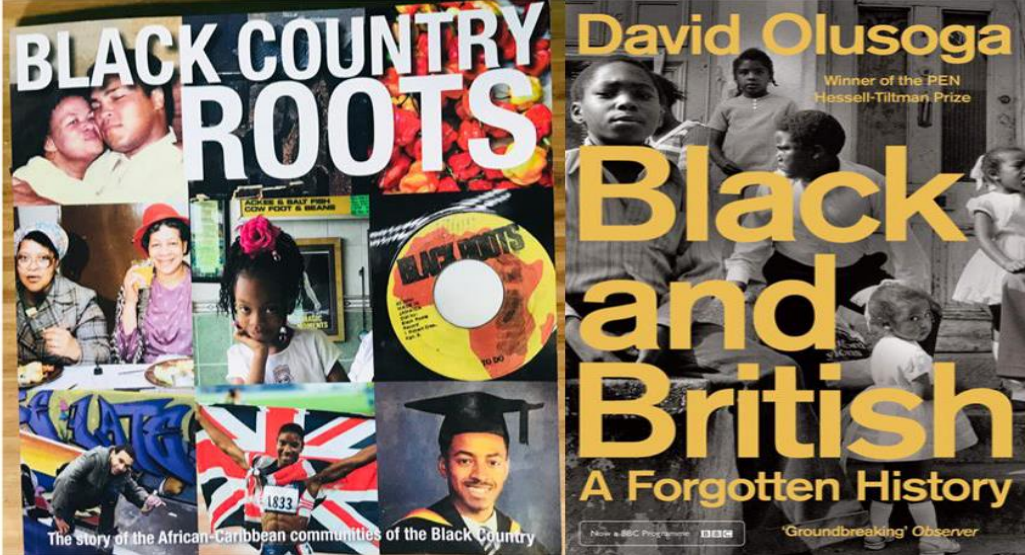
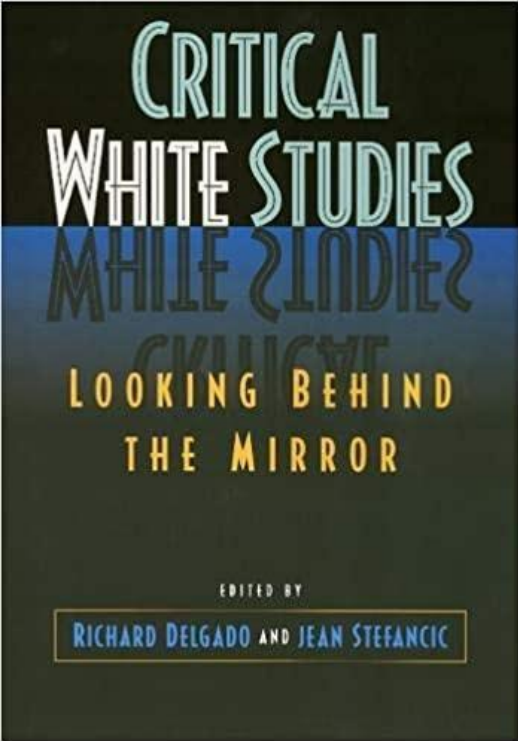


Image Gallery

***I understand that I
will never
understand.
However, I stand
with you.***



Important topics: understanding racism (The history)

Thank you for watching & reading

