

White Privilege

(Understanding the concept)

Section 4



**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 how systemic racism persists today in our society and on 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 and West Birmingham system in addressing and tackling 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 Kurly Mc Gheacie, Dreadlock Alien, Dr. Joan Myers (MBE) Nesta Williams, and Shamsher Chohan Communities Inc for their contributions to the development of this toolkit

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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 toolkit – The A-Z of Black Lives Matter. The toolkit 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 toolkit 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 result in inclusive, anti-racist workplace environments for all.



Contents: White Privilege

Videos & resources

CBS News story: White privilege

The school that tried to end racism

We Asked People About Racism & White Privilege In The UK: Buzz

Feed the UK

Explained: White Privilege, Systemic Racism and Implicit Bias -NBC10

Philadelphia

Deconstructing White Privilege with Dr Robin DiAngelo

Welcome to RAS (Race and Space) Black Country & WB ICS PODCAST

SERIES: White Privilege

Additional resources: Various videos explaining White Privilege

Recommended books

Image Gallery



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Section 4: Understanding the concept of white privilege

Introduction

The phrase "white privilege" was first coined by activist and scholar Peggy McIntosh in 1988 in her paper "White Privilege: Unpacking the Invisible Knapsack." She described white privilege in terms of the unspoken advantage that the dominant culture has over people from an ethnic minority background.

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.

The videos and resources contained within this section of the resource pack aim to clearly explain and show examples of privilege to ensure greater awareness and understanding of this term.

Section 4: Understanding the concept of white privilege

Introduction



Video

CBS News click the link below to watch the clip

[Authors Robin DiAngelo and Ibram X. Kendi on how to become aware of privilege \(youtube.com\)](https://www.youtube.com/watch?v=...)

Authors Robin DiAngelo and Ibram X. Kendi on how to become aware of privilege



CBS Mornings ✓
3.01M subscribers

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Section 4: Understanding the concept of white privilege



Video

Channel Four Show : The school that tried to end racism : **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=1I3wJ7pJUjg>

Section 4: Understanding the concept of white privilege



Video

Explained: White Privilege, Systemic Racism and Implicit Bias | NBC10 Philadelphia : **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=I2D0KKunhQ0>

Section 4: Understanding the concept of white privilege



Video

We Asked People About Racism & White Privilege In The: UK Buzz Feed UK : **Open the Hyperlink below to watch**

<https://www.youtube.com/watch?v=0eIJJaShPzco>

Section 4: Understanding the concept of white privilege



Video

(Welcome to RAS Race and Space Podcast : White Privilege) Black Country and West Birmingham BLM ICS Podcasts:
Open hyperlink below to watch

<https://www.youtube.com/watch?v=ZVmDMfnNe1w>

Section 4: Understanding the concept of white privilege



Video

Deconstructing White Privilege with Dr Robin DiAngelo : **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=h7mzj0cVL0Q>

Section 4: Additional Resource : Understanding the concept of white privilege



Understanding My Privilege | Sue Borrego | TEDxPasadenaWomen

Video

Understanding My Privilege | Sue Borrego | TEDxPasadenaWomen: **Open hyperlink below to watch**

[Understanding My Privilege | Sue Borrego | TEDxPasadenaWomen - YouTube](#)

Section 4: Additional resources :Understanding the concept of white privilege



Video

Race & Privilege: A Social Experiment | Regardless Of Race | CNA Insider – YouTube: **Open hyperlink below to watch**

[Race & Privilege: A Social Experiment | Regardless Of Race | CNA Insider - YouTube](#)

Section 4: Additional resources: Understanding the concept of white privilege



Video

How to Explain White Privilege with Loyiso Gola | Netflix Is A Joke : **Open hyperlink below to watch** (NB explicit phrase contained in footage)

<https://www.youtube.com/watch?v=0-n2wRx4q-o>

Section 4: Additional resources: Understanding the concept of white privilege



Video

What is White Privilege? | Systemic Racism & White Privilege Explained | Deep Dive : **Open hyperlink below to watch**

<https://www.youtube.com/watch?v=rT0rx5dSQUU>

Section 4: Additional Resources: Understanding the concept of white privilege

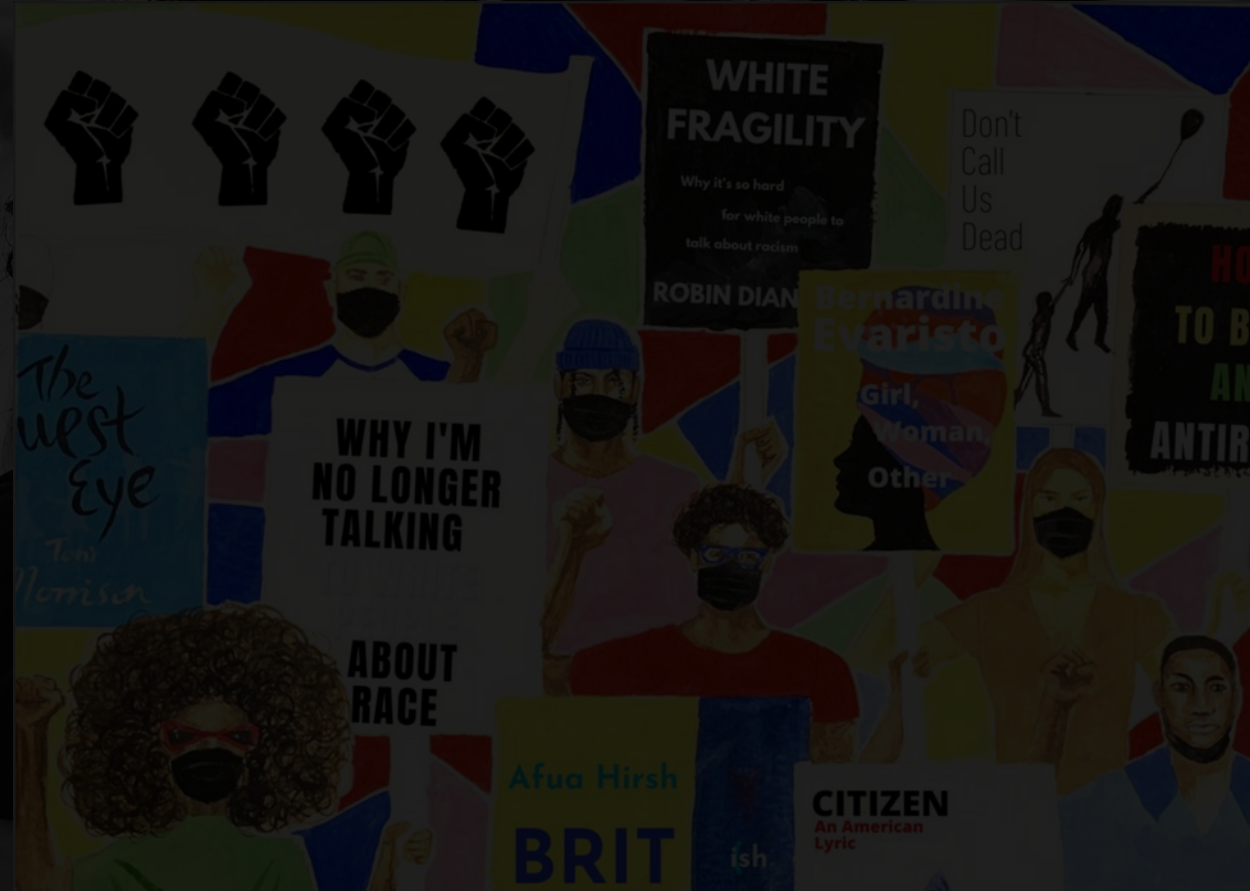


Video

What is White Privilege? John Amaechi :
OBE : **Open hyperlink below to watch**

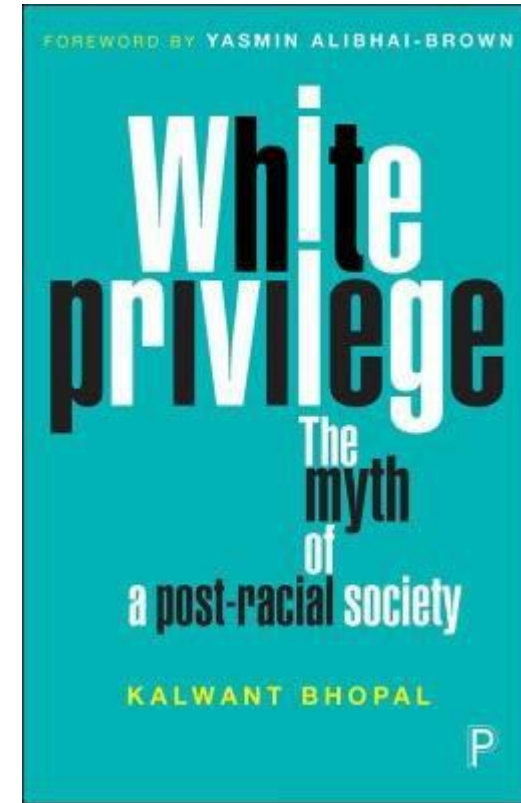
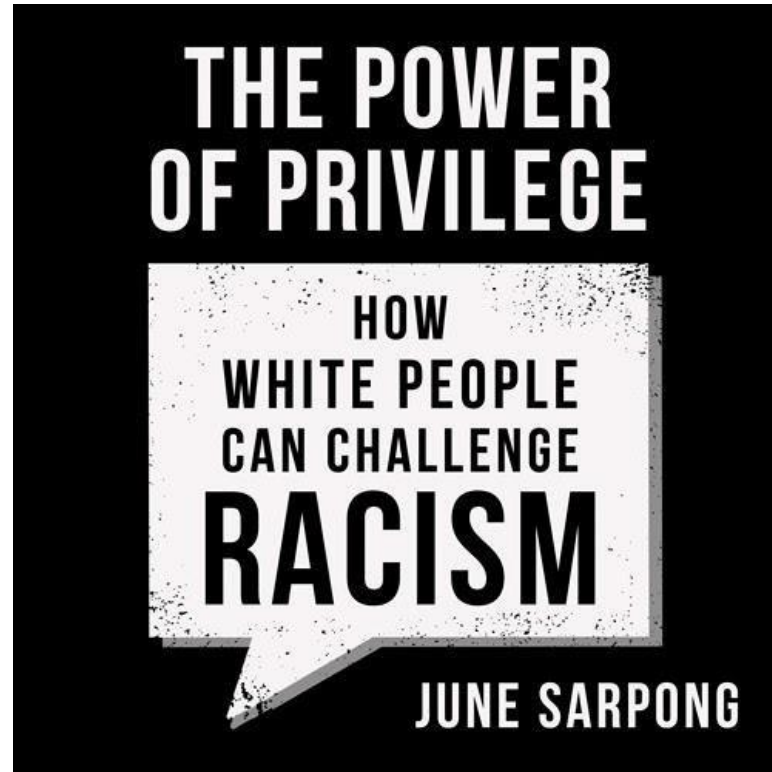
<https://www.bbc.co.uk/bitesize/articles/zrvkbqt>

Recommended reads - Books : Understanding white privilege



Books

Shannon Sullivan



Books

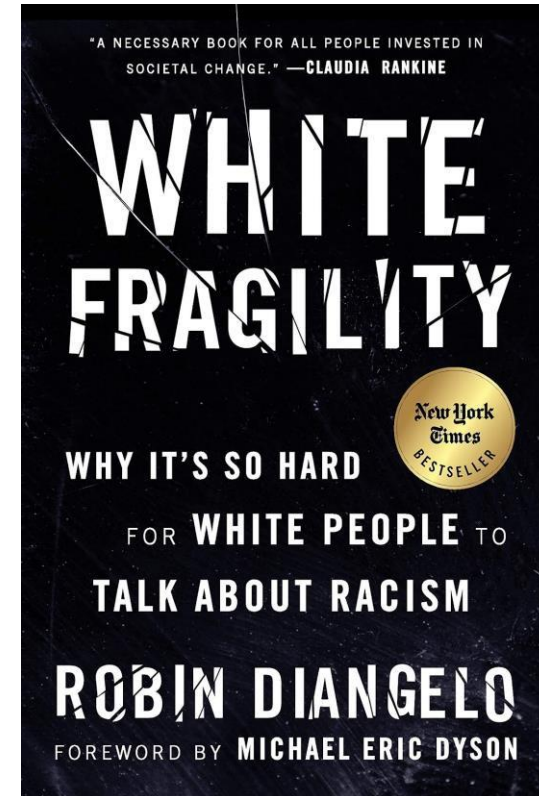
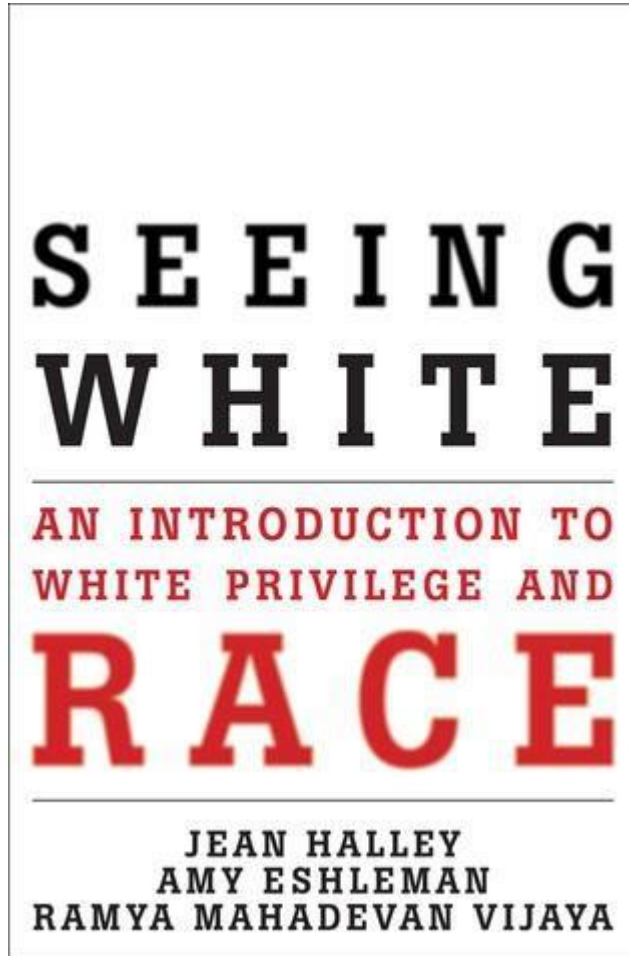
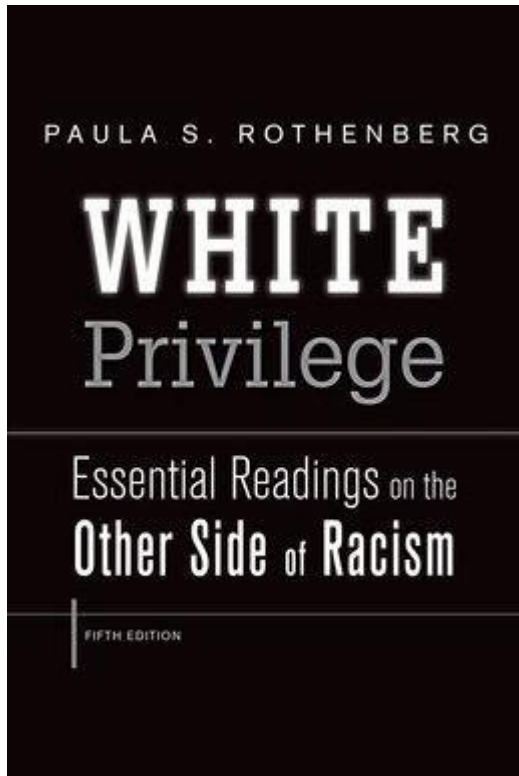


Image gallery –White Privilege



White privilege **doesn't** mean your life hasn't been hard; it means that your skin color isn't one of the things making it **harder**.

ther98



Image gallery –White Privilege



White privilege is being easily able to buy a birthday card with someone who has the same skin colour.

White privilege is going on a night out and not being worried that you won't get in because of the colour of your skin.



White privilege is being able to buy 'nude' plasters and they are your skin tone.



Image gallery –White Privilege

HOW TO USE YOUR WHITE PRIVILEGE:

BE AWARE OF IT

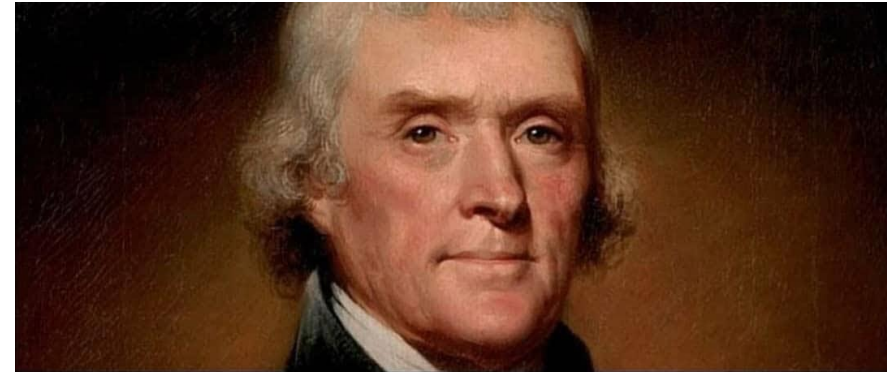
DON'T TAKE IT PERSONALLY OR USE
DISCOMFORT AS A EXCUSE TO DISENGAGE.

LEARN WHEN TO LISTEN, WHEN
TO AMPLIFY, AND WHEN TO SPEAK UP.

EDUCATE YOURSELF.

EDUCATE OTHER WHITE PEOPLE.

RISK YOUR UNEARNED BENEFITS
TO BENEFIT OTHERS.



White people who
say "all lives matter"
are the equivalent of
the founding fathers
who wrote "all men
are created equal"
while owning slaves.

Understanding the concept of white privilege

Thank you for watching & reading

