IT IS NOT ENOUGH TO NOT BE RACIST, YOU MUST BE ACTIVELY ANTI-RACIST.

ANGELA DAVIS
Be an ally.
An ally is someone who is aware that even though they do not belong to a particular group that is being oppressed, they can still support their struggle in a proactive and positive way. An ally is someone who recognises that as an individual they can contribute to meaningful social change by implementing changes in their own lives. So, what can we do to be allies?

If you are neutral in situations of injustice you have chosen the side of the oppressor. 
BISHOP DESMUND TUTU

Listen and Learn
Make an effort to learn from the experiences of people that have been and are affected by anti-black racism. It is not up to your Black friends and colleagues to educate you. But when those who have been affected are speaking, listen. Do not dominate the conversation if you are not a member of the Black community. Learn the difference between being “not racist” and being “anti-racist.”

Speak Up
Having the courage to challenge racism where you encounter it can be as simple as having open conversations with the people around you. But sometimes, using your voice if you’re not used to it can be intimidating.

Many people don’t start because they’re scared they’ll “get it wrong”. If it’s a choice between not doing it at all, or doing it and getting it wrong, get it wrong! Learn from it and do better next time.
How do I see black people that aren’t my friends?
Have I taken the time to understand my black friends and their perspective?
How do I talk/let people talk about black people behind closed doors and in non black spaces?

Does this apply to you? Ask yourself these questions to find out:
1. How do I see black people that aren’t my friends?
2. Have I taken the time to understand my black friends and their perspective?
3. How do I talk/let people talk about black people behind closed doors and in non black spaces?

Microaggressions

Microaggressions are comments or actions that subtly and often unconsciously or unintentionally express a prejudiced attitude toward a member of a marginalised group (such as a racial minority).

These comments or actions may on the surface seem not to be racist in any obvious way, but demonstrate an implicit bias against the person or people they are targeted towards.

It is incredibly important that both as individuals and as a school community we are conscious of what microaggressions may look and sound like. This way, we can stop them in their tracks and be a part of the meaningful social change that our society needs.
Racial Profiling - the use of race or ethnicity as grounds for suspecting someone of having committed an offence.

White Privilege - inherent advantages possessed by a white person on the basis of their race in a society characterised by racial inequality and injustice.

White Silence - not speaking out against racism, ignoring that it is taking place

White Saviour - a white person who provides help to non-white people in a self-serving manner - e.g. for praise/fame/recognition (or views/likes!)

Tokenism - the symbolic and superficial inclusion of minority groups in order to give the appearance of racial equality

Tone Policing - a conversational tactic that dismisses the ideas being communicated when they are perceived to be delivered in an emotionally charged manner

Bootstrap Theory - the notion that all people, even if they face poor and meager circumstances at birth, can "pull themselves up by their bootstraps" to attain great wealth and prosperity.

Police Brutality - The exercise of undue or excessive force against a subject

Cultural Appropriation - the act of adopting elements of a minority culture, including knowledge, practices, and symbols, without understanding or respecting the original culture and context

Racist Jokes

Casual racism can marginalise, denigrate or humiliate those who experience it. An example of this is telling racist jokes.

Saying "it's a joke" is no defence for racism. Racist jokes embed negative stereotypes. Racist jokes are a power play on the part of the joke teller, they are placing themselves in a superior position to the race they are "joking" about, which subconsciously cements the idea that this race is beneath them in some way. This goes for both the joke teller and those who laugh at the joke too.

Word Watch - Key Terms

- **Racial Profiling** - the use of race or ethnicity as grounds for suspecting someone of having committed an offence.
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Self-education is key

You can make a start on self-education by looking up any of the other terms above that are unfamiliar to you. Equipping ourselves with knowledge is the best way we can enable ourselves to rise above covert forms of racism and do our bit to eradicate inequality in all its forms.
THE IMPACT OF PROTESTS

Have your say! 🎯VOTESFORSCHOOLS

In addition to the PSHE lesson in your google classroom, VotesforSchools are also holding a poll for students to vote on whether anti-racism protests will lead to change in the US. You can refer to the lesson online for further information, and you can also use the links here to vote:

KS3/4: https://www.surveymonkey.co.uk/r/vfs-secondary-racism
16+: https://www.surveymonkey.co.uk/r/vfs-secondary-16-racism

Included in the lessons are further information on recent incidents in the US such as the fatal shooting of Ahmaud Arbery, and the racist false accusation of Amy Cooper. Remember, the activities included in these lessons can be done with your family, or you could call up a friend and discuss them together.

Click on the photos displayed to view petitions regarding these cases.

Getting involved safely

- Sign the petition
- Tell the world that you want justice for George Floyd by signing this petition. Click the image to go straight there!
- Educate yourself
- Learn the history of the Civil Rights Movement in America through these Crash Course videos. Then, educate someone else!
- Write to an MP
- Help tackle racism here in the UK by writing to your MP and telling them how you feel. They have a duty to share your thoughts with the Government!

Take action, but stay safe. If you would like to get involved and exercise your civic rights but are not sure how to do so safely, talk to an adult member of your family, or get in touch with your head of year or form tutor. If you would like to write to your mp, ask someone to proof read your letter.
**What is Race?** by Claire Heuchan and Nikesh Shukla
The perfect book to start reading about and understanding what racisms, where it comes from, and we need to do to stop it.

**So You Want to Talk About Race** by Ijeoma Oluo
A straightforward exploration of racism in America today.

**Stamped: Racism, Antiracism, and You** by Jason Reynolds and Ibram X. Kendi
A gripping, fast-paced, and energising journey through the history of racism in America, and how we can stamp it out today.

**This Book is Anti-Racist** by Tiffany Jewell
Learn about social identities, the history of racism and resistance against it, and how you can use your voice to drive progress.

**It’s Not About the Burqa** edited by Mariam Khan
Seventeen Muslim women speaking frankly about their experiences.

**Black History Matters** by Robin Walker
Chronicles of thousands of years of black history, from African kingdoms, to slavery, apartheid, the battle for civil rights and more.

**Natives: Race and Class in the Ruins of Empire** by Akala
Covering everything from the police, education and identity to politics, Akala confronts British denial and squeamishness about race and class.

**Brit(ish)** by Afua Hirsch
You’re British. Your parents are British. So why do people keep asking where you’re from?

**Black and British: a Forgotten History** by David Olusoga
The rich and revealing story of the long relationship between the British Isles and the people of Africa and the Caribbean.

**Why I'm No Longer Talking to White People About Race** by Reni Eddo-Lodge
The essential handbook for anyone who wants to understand race relations in Britain today.

**I Will Not Be Erased** by gal-dem
gal-dem's talented writers use raw material from their teenage years to give advice to their younger selves and those growing up today.

**Slay in Your Lane** by Yomi Adegoke and Elizabeth Uviebinené
An inspirational guide to life for a generation of black British women inspired to find success in every area of their lives.
Tyler Johnson Was Here by Jay Coles
When twin brothers Martin and Tyler go to a party, a fun night goes downhill fast after a shooting and a police raid, and Tyler goes missing.

Noughts and Crosses by Malorie Blackman
This flipped story of a racist world is a modern classic.

The Black Flamingo by Dean Atta
A boy comes to terms with his identity as a mixed-race gay teen - then at university he finds his wings as a drag artist.

The Hate U Give by Angie Thomas
The brilliant bestseller about the aftermath of an incident of police brutality in America.

Ghost Boys by Jewell Parker Rhodes
Jerome is shot by a police officer who mistakes his toy gun for a real threat. As a ghost, he sees the devastation that’s been unleashed on his family and community in the wake of his brutal killing.

Long Way Down by Jason Reynolds
A story of sixty seconds—the time it takes a kid to decide whether or not he’s going to murder the guy who killed his brother.

Piecing Me Together by Renée Watson
Jade is a girl striving for success in a world that seems like it's trying to break her. Why is Jade always seen as someone who needs help? Someone people want to fix?

Dear Martin by Nic Stone
Justyce McAllister is top of his class and set to go to a top college—but none of that matters to the police officer who just put him in handcuffs.

Internment by Samira Ahmed
Set in a horrifying near-future America, seventeen-year-old Layla and her parents are forced into an internment camp for Muslim citizens.

Clean Getaway by Nic Stone
Take a roadtrip through the American South with William, who is about to discover the world hasn’t always been welcoming for kids like him.

A Good Kind of Trouble by Lisa Moore Ramée
After experiencing a powerful protest, Shay decides some rules are worth breaking, and shows support for Black Lives Matter.

Unheard Voices edited by Malorie Blackman
A collection of voices and poems to commemorate the anniversary of the Abolition of the Slave Trade Act.
- Stephen’s Story by the Stephen Lawrence Trust: www.stephenlawrence.org.uk/stephen-lawrence-day/stephens-story/
- Deconstructing White Privilege by Robin DiAngelo: https://www.youtube.com/watch?v=Dwlx3KQer54&feature=youtu.be
- The Danger of a Single Story by Chimamanda Ngozi Adichie: www.ted.com/talks/chimamanda Ngozi Adichie the danger of a single story (video)
- Gal-Dem: https://gal-dem.com/
- Amnesty International: www.amnesty.org/en/get-involved
- White Fragility Is Murder by Zach Gray: https://goodmenproject.com/ featured-content/white-fragility-is-murder
- Campaign Zero: www.joincampaignzero.org
- Teen Vogue: https://www.teenvogue.com/tag/racism
- BBC News: https://www.bbc.co.uk/news/topics/cmj34zmwx2lt/racism