

Anti-Racism Booklet

To Bring Awareness and Start Conversations

By Lydia Coules

In association with



Gordano Valley Church

2020

About the Author



Lydia Coules was born and brought up in Portishead.

She enjoys reading, writing and playing the piano (and chocolate!).

Lydia has been challenged by the events of the past few months and especially by how racist Britain is to this day.

She felt that it was wrong to sit back and do nothing while many people suffer, so she was inspired to create this project.

In writing this, she recognises that she is a beneficiary of white privilege and that she too has been guilty of racial discrimination, without realising it. This booklet is an attempt to recognise that and to help her and the reader to look at race in a new way.

She hopes it will educate people about racism in Britain and start conversations between families and friends.

Introduction

Events this summer, including the shocking murder of George Floyd in USA and the mass demonstrations for and against Black Lives Matter, have highlighted once again how real the issue of racism is around the world. It is true, if you compared the world today to the world centuries ago, you would see how far we have come. Advances in such areas as technology and medicine have moved the world on greatly. However, not every aspect of the world has improved. Despite centuries of chances to make the world a fair and equal place, racism is still as prevalent today as it was centuries ago. While this is an undisputable fact, it's not unchangeable. The vast reach of racism may seem daunting but we all have the power to fight it, both in the world and in ourselves. While racism is a world-wide issue, here we will be focusing on racism in the United Kingdom. It is in our own home that we should start change, but we can't do that if we don't first come to understand the racism that was such a large part in building this country. It can be easy to learn the history of racism with the mindset that racism ended a while ago but that is far from the truth. The next pages cover a range of aspects of racism, including historical and modern examples of racism and how to move forwards with an anti-racist mindset. While this booklet hardly scratches the tip of the iceberg of racism, it is important to start from somewhere. At the end there are some resources for further reading as well as organisations to donate to.



Slavery

Over the years, racism has manifested itself in both subtle and obvious ways. The enslavement of African people through the Atlantic slave trade is one of the most unmistakable manifestations of racism in the history of the world. The trade began in the 15th century but first gained momentum in the 16th century. While many European countries took part in the slave trade, Britain soon became one of the foremost participants.

The rising popularity of sugarcane meant that it was in great demand. At first indentured servants and convicts were used to work in the sugarcane plantations but before long the demand was so great that businessmen began to look elsewhere for workers. Traders began forcefully taking African men, women and children from their home to work in the plantations and thus began the triangular trade route. While some slave traders directly raided African areas for inhabitants to enslave, most traders would trade goods for African people who had already been taken by a merchant in Africa. British ships, loaded with goods for trading, would set out for Africa where they exchanged goods for enslaved Africans, who would be transported across the Atlantic to the Americas to be sold to work in plantations. The ships would then be loaded with goods produced in the plantations, such as sugar and rum, and would then return to Britain to sell the produce. It is estimated that Britain transported around 3.1 million Africans, with only about 2.7 million of them surviving the journey between Africa and the Americas. This was because the slave ships would be tightly packed with enchained Africans, often so many that they would be piled on top of each other. Because of this setup and the inhumane treatment of the merchants on the ship, the enslaved Africans would often perish from starvation, dehydration or disease before the ship even reached the Americas.

The Atlantic slave trade was such an openly cruel business that it seems strange it was allowed to happen. In reality the trade was enabled by the mindsets that people took on in order to justify the trade. As many of the Africans weren't Christians they were shown as heathens, meaning that they were made to seem less human to white Europeans. Africans were also shown as 'different' through flawed scientific and medical studies that were used to further distance them from white people.

The Atlantic slave trade saw Britain into a time of great economic wealth and power, making it one of the most prominent countries in the world at that time. This success was directly built off completely inhumane and cruel treatment of Black people. It took until 1807 for the Atlantic slave trade to be stopped, when the Abolition of the Slave Trade Act was passed, stopping the 'purchase, sale, barter, or transfer of slaves'. Slavery as a whole was abolished by the Slavery Abolition Act in 1833. At this time slave owners were reimbursed by the government for the loss of the enslaved people. Around £20m (£16bn in the present day), taken from taxes, was paid to previous slave owners until as recently as 2015 in order to repay them for their 'property'. This clearly shows that racism didn't end when slavery ended as many think, especially since the government made no attempt to reimburse the freed enslaved people or their families.

Portishead and the surrounding 5 mile radius have benefitted from a minimum of £12million investment, which came directly from slavery, these included: The Portbury pier and railway, built with £500,000 investment from slave profits and Leigh court, which benefitted from slave trade. One Portishead resident claimed compensation for 433 slaves. His plantation in St. Vincent had 400-600 slaves at any one time. On starting the plantation, 27 men and 32 women died en route. Over a 17 year period, he owned 759 slaves. 171 births were recorded within this plantation. When slavery was abolished, only 85 slaves



remained with only 2 ever being freed. Portishead's direct link with slavery was acknowledged during the kneel of solidarity on 14th June 2020.

While many people think that slavery doesn't happen anymore, this isn't at all true. Modern slavery is a huge issue that is still very connected to racism. Most modern slaves are from countries once colonised by Europe or USA. Survivors of modern slavery are also often stigmatised as immigration offenders instead of being given the support and kindness that they deserve. Some modern slavery is hidden under the pretence that these people are actually employed, such as workers in places such as Bangladesh, Benin, Cuba, Kazakhstan and Sierra Leone where people can be paid under 7p and as little as 2p for an hour of work on items which will be sold for much more. In reality these people are enslaved, underpaid and treated terribly but have no choice in the matter as they can't find any other work. It is important to remember that slavery isn't a thing of the past and is still fed by racism to this day.

Colonialism

While the British Empire and its colonies are extremely well known and often glorified, the effect of Britain's colonies on Indigenous people is not so commonly discussed. Britain first began forcefully creating colonies in foreign countries in the 16th century. The discovery of new lands by British explorers led to widespread theft of land and resources from indigenous peoples. Along with other European countries, Britain started to take over the Americas and Asia. By the 1700s the British Empire was one of the most powerful empires in North America. After losing its 13 colonies in North America due to the American War of Independence, Britain focused on creating colonies in Asia, the Pacific and Africa. The Industrial Revolution and Britain's supremacy in world trade meant that its control of its own colonies as well as other regions was brought to a new height. Towards the end of the 1800s, however, Britain's economic superiority began to fade away, along with the strength of the British Empire. Throughout the 1900s Britain lost the majority of its colonies, the World Wars being a large factor in this. To this day Britain has sovereignty over fourteen self-governing territories, although Britain's claim to them is often disputed.

The effect of Britain's colonising habits was detrimental to the Indigenous people. Their land and home was taken from them and they were often forced to move elsewhere in order to survive. Survival wasn't easy, however, as colonisers were destroying the environment, hunting animals to near extinction and stealing resources. Also stolen from the Indigenous people was their culture and close relationship with their land. In some places Indigenous children were forcefully taken to residential schools where they were abused and forced to leave behind their culture to become westernized. Not only did the Indigenous people lose their land and means of living but also their lives. This was due to several reasons, including the introduction of European diseases such as smallpox and influenza. Another reason is direct violence between colonisers and the Indigenous people. In efforts to resist the taking of their land, Indigenous people would fight the colonisers to the death. In order to retain their colonies, British colonisers would massacre Indigenous people in such ways as mass shooting, driving them off cliffs or offering them food laced with poison. The effects of Britain's colonisation can still be seen today in many regions.

Historical Racial Inequality in Britain

Contrary to popular belief, there were many People of Colour (POC) living in Britain from the 1700s onwards. This is due to reasons such as POC men joining the merchant navy and then settling in a port city, as well as the fact that POC were encouraged by the government to come to Britain as there was a lack of workers. When people arrived in Britain they were met with the full force of racial discrimination. Britain was full of racial inequality, meaning POC suffered direct racist attacks on their communities as well as general disadvantage in areas such as housing, finance and job finding (despite the fact that many workers were needed). Although the work of black people helped the economy greatly, at times they received little in return. This highlights the racism that was and is at the heart of British institutions, and sadly in the minds of many of British people. The government, meant to promote racial equality, was extremely racist itself, with politicians giving openly racist speeches. In response to Britain's deep-grained racism there were many protests, such as the Black People's Day of Action in 1981 in London.

Windrush Scandal

The Windrush Scandal was a political scandal that began in 2013 but only properly came to light in 2018. It is proof that large movements of racism and discrimination still happen today. Many of the descendants of Black people that came to Britain never obtained certificates of British citizenship. They also didn't apply for passports as there was no point in that because they couldn't afford to go abroad. There never used to be a problem with this as two parliament acts—the Immigration act 1948 and the Immigration act 1961—meant that British citizenship was given to anyone who could prove they had lived in Britain for a long time. When Theresa May was home secretary she changed the law so that you had to prove your citizenship on a piece of paper. Many of the descendants of the Black people that had come to Britain didn't have the right documentation, meaning they were refused services by organizations such as the NHS, banks, and more. Furthermore, many people were deported, placed in immigration detention or refused entrance back into Britain, despite the fact that these people had lived in Britain for all of their lives.



Racism in Bristol

The city of Bristol has a grave history of racism. Being a port city, it was one of the main cities involved in slave trading, along with places like London and Plymouth. Bristol's main wealth was made in slave trading, with the majority of business people in the city being involved with it. Whether they were an actual slave trader, a shipbuilder, a manufacturer or shareholders, they all contributed to the cruel and inhumane treatment that enslaved Africans faced. The trade saw Bristol into an economic boom where its first banks were built as well as lots of the architecture you see today, such as Queens Square. Slave traders such as Edward Colston used some of the riches made off the slave trade to do philanthropic deeds such as pay for schools. While on the surface this seems

good, all of this supposed growth in the city was built off the deaths and lifetime enslavements of innocent African people. An estimate of 500,000 of enslaved Africans were transported by slave traders from Bristol, with many not surviving the journey to the Americas. While Bristol today is a diverse and multicultural city, it is important to remember what made Bristol like it is.

Aside from the slave trade, Bristol is also guilty of other acts of racism. The first recorded incident of racist chanting from football fans at a football match happened in Bristol. It took place in 1909 when Tottenham Hotspur—a team that contained one of the first Black professional football players named Walter Tull—played Bristol City. There are still extreme issues with racist chanting from Bristol football fans at Bristol City games today. Not all of Bristol's racism was as outright and obvious. Racial discrimination was rampant in Bristol in the 1950s and 1960s, a time not long ago. POC (People of Colour) moving to Bristol faced racism every day and struggled to be allowed basic rights, such as the ability to get jobs and housing. The housing issue was an especially big problem. At this time many men and women were emigrating from the Caribbean to Bristol where naturally they would need a place to live. Many of the white people living in Bristol complained that the Black people moving into areas were automatically lowering the class of the areas and turning them into 'ghettos'. The actual truth is that the Black men and women moving to Bristol found it extremely hard to find a place to live as property owners wouldn't allow them to live in the better areas. Instead the men and women were forced to live in areas that were already rundown before they moved in. Landlords would overcharge them and fail to make the houses more acceptable to live in. They knew they could get away with this as the Black people had no choice but to live in these areas. Examples such as these show that Bristol is not at all innocent in racism.

Bristol Bus Boycott

The Bristol Bus Boycott took place in 1963 and is one of the largest historical racial protests in Britain. Lots of people living in Britain were of West Indian origins, either having moved there or having fought in World War II and ended up living in Britain. Many of these people lived in Bristol, where they suffered extreme racism and discrimination in many areas of their lives, such as housing, employment and gang violence.

Bristol Omnibus Company, a nationalised company owned by the government and operated through Transport Holding Company, was a major source of employment in Bristol. However it had a colour bar, meaning that all non-white people were denied employment as part of a bus crew on the buses that the company owned.

The Transport and General Workers' Union represented bus workers and while they denied a colour bar being in place, they themselves had voted to disallow any non-white people to work on the buses. Despite the shortage of workers on the buses, POC (People of Colour) were never hired.



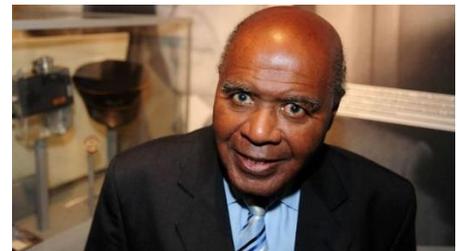
Several young West Indian men named Owen Henry, Audley Evans, Prince Brown, Guy Bailey and Roy Hackett were unhappy with the way things were and formed an action group that would later be called the West Indian Developmental Council. Paul Stephenson became the spokesperson for this group, and set up a test in order to prove the racism and colour bar of the bus company. He



organised an interview for the young man named Guy Bailey and when he told the bus company that Bailey was West Indian, the interview was cancelled, proving that a colour bar existed. After the test, the group decided to organise a bus boycott, inspired by Rosa Parks and the Montgomery Bus Boycott. The boycott was soon announced and for the following four months no West Indians used the buses at all. The boycott had lots of support from different places but also lots of opposition, meaning that it became the centre of a feud between many people and organizations. Eventually, after months of the boycott, the bus company and the Transport and General Workers' Union were forced to meet and end the colour bar. Soon after, the first non-white bus conductor was hired, with many more following.

Paul Stephenson (1937-present)

Paul Stephenson was a social worker and civil rights activist born in 1937 and brought up in London. After having been in the Royal Air Force and receiving a diploma, he moved to Bristol and became its first black social worker.



He is most well-known for his part in the Bristol Bus Boycott. He is also known for the time when a barman at a public house wouldn't serve him but he refused to leave until he was served. For this incident he was taken to court but the case was dismissed and the barman fired.

Later on Stephenson moved back to London and helped POC (People of colour) in areas such as sport and music. He then returned to Bristol and helped set up the Bristol Black Archives Partnership. He has received multiple awards including an OBE.

Edward Colston (1636-1721)

Edward Colston was born in Bristol where he was brought up until his family moved to London. After being an apprentice to the Mercers Company for some time, he became a quickly successful merchant in items such as silk, oil, wine and sherry. He became a member of the Royal African Company—a trading company that had a large part in the slave trade—from 1680-1692. During this time an estimate of 84,000 African men, women and children were transported by the company, with around 19,000 not surviving the journey. After he left the Royal African Company he continued to take part in the slave trade privately.

He was also a MP for Bristol. For many years Colston was mainly known for his philanthropic works, supporting places like schools, hospitals and churches, but these 'good deeds' were directly funded by his dealings in the slave trade.

He has been glorified in Bristol for years, with many places in Bristol being named after him as well as there being various Bristolian memorials in his memory. This glorification of him has now begun to subside as the real truth is brought to light. The change of mindset about Colston has been especially present in Bristol since the Black Lives Matter protests of 2020. Protestors took down the statue of him that was in the harbour, leading to other memorials being taken down and the places that were named after him beginning to change their names.



Systemic Racism

Historically, Britain has been built upon racist movements such as the slave trade. 2020 has shown that Britain remains a deeply divided country where race is concerned. To this day, discrimination is sustained by the overt prejudice of some, and the silence of many. This embedded racism is called systemic racism, as it is present throughout the breadth of our whole society. While white supremacy—the belief that white people are better and more deserving than everyone else—is an issue in Britain, our country’s racism comes not just from a few backwards people but from the system itself.

Some examples of the areas POC (People of Colour) face discrimination in because of systemic racism are:

- Employment and workplace
- Education and school
- Surveillance
- Wealth and financial issues
- Criminal justice and false allegations
- Healthcare
- Housing
- Friendships, romantic relationships and business relationships
- Abuse and violence
- General day to day discrimination such as microaggressions (very subtle discriminations, whether they are deliberate or undeliberate)



Lots of white privilege can be seen in finance and the workplace in Britain. Banks still often refuse business loans to Black people, or impose higher interest rates. While the government has claimed that this was because of ‘other factors’, it is clear that the colour of the people’s skin was the main factor. In British workplaces, employees that are POC face many different challenges. There are many types of racial

discrimination in this situation, one example is that Black employees might be asked to be part of diversity committees at work. In plain terms this means they are made responsible for making the company appear less racist, which is unfair. While many such challenges exist, there is also the

difficulty for Black people of getting a job in the first place. Many companies won't hire POC over claims such as 'you wouldn't fit in here' or 'native born English speakers only' when in reality they aren't hiring the people just because of racism.

A very pressing section of systemic racism is the treatment of Black women. Being part of two groups that face discrimination, Black women's lives are made very hard for them. They face an overall lack of privilege in their lives as well as daily fear as to how the people around them will treat them. One issue is when Black women are expected to conform to stereotypes such as 'angry Black woman'. Another example of this disproportionate discrimination is the rape, abuse and sometimes murder of Black women which is heartbreakingly common. LGBT black people also face many hardships, especially Black transgender women. While these issues are more prevalent in the USA, they are also present in Britain.



A clear instance of systemic racism is how racist British politics is. Both historical politicians, such as Winston Churchill and Margaret Thatcher, and modern politicians, such as Theresa May and David Cameron, have all shown discrimination towards POC. While some of the racist actions of politicians may seem small and insignificant, the nature of their jobs and the reach they have over British people means that their actions can cause an outbreak of racism in the UK. In some elections politicians have made anti-immigration promises in order to get people to vote for them. The way that politicians and therefore media have treated the subject of immigrants has been extremely harmful. In reality if people were in the same situation as immigrants, fleeing from war-torn countries, they would want to be helped and welcomed into the country. Yet because of what they hear and see from politicians and news companies, they absorb anti-immigrant beliefs. This branch of racism isn't the only racism in politics. Black MP Diane Abbott receives half of all online abuse sent to female MPs. While in recent times there has been an increase of people from minority backgrounds in parliament, the government is in majority white, a state that doesn't reflect the diversity of Britain.

While it may seem that racism in the police force is only an issue in the USA, it's also an issue in Britain. If a white person calls the police on a Black person, despite the fact that they haven't done anything wrong the police will likely arrest them going mainly on the word of the white person. POC are 54 % more likely to be fined for coronavirus breaches than white people. Black people are 9.7 times more likely to be stopped and searched than white people, with the amount of stop and searches of Black people having increased in the last few years. The Chief Constable of Kent himself states that 'There is still a culture problem in the police which prevents many officers from accepting people different to them'. Overall, Black people and people from ethnic minorities are still very much over-policed and under-protected in the UK.

A specific example of systemic racism in Britain is the school curriculums. The majority of curriculums and schools not only fail to teach anti-racism in a committed way, but also don't properly teach historical examples of racism. The way the history of the British Empire is taught is especially problematic as not only does it tend to glorify the Empire but also doesn't teach the true effects of colonialism on Indigenous people. Many of the horrors the British have committed, such as the British concentration camps during the Boer war and the Kenyan massacres in the 1950s, are also ignored in favour of subjects such as the Tudors and medieval history.

Another issue connected to racism is cultural appropriation. Cultural appropriation is when people steal elements from another culture and use them for their own good. For example, a white person who 'dresses up' in the clothing of an African tribe would be committing cultural appropriation. It is harmful because people's culture is often something that is very special and close to them, so using it in such a frivolous way is offensive. It is also an issue because white people are praised when they wear or do something from another culture while when people from the actual culture wear or do the same thing they are belittled.

An unexpected branch of racism is when people not wanting to be seen as racist do things that actually do more harm than good. The entitlement that many white people feel they have to receive education from their Black peers is an example of this. While it is good that people want to learn more about racism and its effects, it is insensitive to ask for information from Black people when there is already so much information about racism on the internet. Another issue is tokenism and performative allyship, where anti-racist acts are done for the wrong reasons. An example of tokenism might be a workplace hiring one person of colour just so they can use that person as proof that they aren't a racist company. Performative allyship is connected to the concept of a white saviour. A white saviour is someone who helps under-privileged POC just for the sake of feeling and looking like a good person.



Examples of innate racism like this are common because of the conscious or subconscious bias that white people have against POC. While some people are deliberately racist, many people don't realise they are racist, yet still are. There are many reasons for this, whether it's because of historical division that still effects the world today or the way in which our society is built.

There are also factors that can increase unconscious racism, such as the media you consume or events such as Brexit that are known to increase racism. It is because of this innate racism that white people can't just 'not be racist' but have to be anti-racist. While the above examples of systemic racism only scratch the surface, it is easy to see the far-reaching hold that racism has on the lives of Black people and other POC.

I have included a list of the key sources I used for this section in the Resources section at the end of this booklet so you can explore them further. In writing this I recognise that I am a beneficiary of white privilege and am guilty of racial discrimination without realising it. My aim in writing has been to raise awareness of racism and provide a starting point for further conversations.

Lack of Representation

Throughout the history of media and entertainment there has always been a distinct lack of representation for POC (People of Colour). Many books, films and TV shows hardly contain any POC characters. If there are any characters that are POC they are usually present just to support the storyline of a white character rather than having a storyline of their own. An example of this is the 'Black best friend' where the main character who is white has a best friend who is Black whose character is stereotypical and serves no other purpose than to help their white best friend. Un-diverseness and lack of representation is also present in media other than just films and books. It is

an issue in areas like toys (such as dolls), the beauty industry, fashion magazines, theatre and many more. All these areas are very whitewashed, meaning that whiteness is made to be the norm when in reality it isn't at all.

A lack of representation means that black and ethnic minority watchers and readers don't get to see themselves in the entertainment they consume. There is especially problematic for young children who grow up without role models who are like them. White privilege makes it hard to fully understand how difficult a lack of racial representation is, since as the majority we seldom or ever experience it. Therefore it is important that all areas have plenty of representation. Not only this but representation that is done in the correct way. Badly done and insensitive representation is as harmful as no representation at all. A solution to this problem is to either work closely with paid POC or to hire POC when you are creating something that is to do with their community. As well as working with POC in situations like this, it is also important to already have a diverse team of people to work with in all business projects.

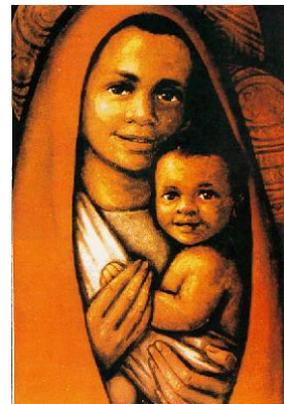
While in recent years there has been a definite increase in representation there is still a long way to work. Racism as a whole is such a big issue that it can't be dismantled quickly, but lack of representation is something that can easily be remedied.

Racism and Christianity

There are two sides to the discussion of racism and Christianity. One is how white Christians should react to racism and the other is the negative issue of racism within some sectors of Christianity.

There is a definite issue with racism from people who call themselves Christians. It is especially an issue in America, where many white 'Christians' are openly and disgustingly racist in what they say and do. Sadly these people are often the loudest and most well-known 'Christians', despite the fact that they can't really call themselves Christians as they don't follow what the Bible says at all. Not only are they discriminatory and offensive but they also try to use the Bible and Jesus to support their flawed beliefs. This in itself is flawed and illogical as Jesus wasn't white and the Bible isn't really a white book. That is a whole other problem—the whitewashing of Christianity.

While the events of the Bible happened in the ancient Middle East and probably no Biblical people are white, Christianity is still made to seem very white. An example of this is that the majority of paintings of Jesus depict him as very white and European which is untrue and unrealistic. Overall, Christianity has become very Westernised. This tends to exclude non-white people as well as not properly showing what Christianity actually is.



On the other hand, white Christians need to be fighting racism. If you are a follower of Jesus and what He taught you will see that if you're trying to create more justice in the world, fighting racism is one of the things you should be doing. Here are some Bible verses that can guide white Christians in the way they should be behaving when faced with racism:

- "A new command I give you: Love one another. As I have loved you, so you must love one another." John 12:34

- “Anyone who hates a brother or sister is a murderer, and you know that no murderer has eternal life residing in him. This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers and sisters.” 1 John 3:15-16
- “But you, take courage! Do not let your hands be weak, for your work shall be rewarded.” 2 Chronicles 15:7
- “But whoever hates his brother is in the darkness and walks in the darkness, and does not know where he is going, because the darkness has blinded his eyes.” 1 John 2:11
- “Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.” Ephesians 4:32
- “For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned.” Romans 12:3
- “The rich and the poor have a common bond, The Lord is the maker of them all.” Proverbs 22:2
- Then Peter began to speak: "I now realize how true it is that God does not show favoritism but accepts from every nation the one who fears him and does what is right. Acts 10:34-35
- If you really keep the royal law found in Scripture, "Love your neighbor as yourself," you are doing right. But if you show favoritism, you sin and are convicted by the law as lawbreakers. James 2:8-9

How to be an Ally

- Be educated—know the racist parts of history and how racism effects the world today
- Listen to POC and their experiences
- Knowing it is not about you and constantly making sure you are not centring yourself or being a white saviour
- Speak up: don't stay silent when you see racism in action
- Understand your white privilege
- Don't go to POC for education about racism—it's unfair and there's already lots of resources out there
- Fight the internal racism and prejudices in yourself
- Be there to support your POC friends in whatever ways they need
- Support black businesses
- Read books/articles and watch films/tv shows on anti-racism
- Read and watch a diverse range of books/films/shows and follow a diverse range of people on social media
- Know that you will make mistakes and do the wrong thing—if you are called out on this don't take offence, instead apologise and learn from your mistakes
- Remember that you can make a big difference—racism is caused by white people and so it can't be defeated until white people fight it
- Don't be performative in your anti-racism—don't be anti-racist for the sake of looking good
- Know that allyship is a journey not a destination—you will never be 'free' of racism
- Know that being an ally is a life-time commitment, not a week-long thing
- If you use anti-racism resources created by POC, consider donating some money to their work

- Know that while acknowledging racism and prejudice in yourself is uncomfortable, it's not nearly as uncomfortable as the day-by-day experience of POC
- Learning more about racism can be tiring and hard so make to take breaks as well—rest is the fuel of change
- Donate to trusted charities that help support POC in different ways
- Educate your children about racism from a young age

Resources

Below is a small sample of resources that you can explore. Some of the resources are specifically about being anti-racist while others are about POC (People of Colour) that can help diversify the media you consume. There are also some links to larger lists of resources to look through. As well as using these resources you can do your own research to find more resources and educate yourself. Please be aware that some of these resources won't be suitable for young children. If the resource isn't indicated as specifically for children you may wish to check the resource before sharing it with your child.

Resources for specific points:

Discrimination against Black women:

- <https://scholarship.law.wm.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1462&context=wmjowl>
- <https://leanin.org/black-women-racism-discrimination-at-work>

Police and Racism:

- <https://www.independent.co.uk/news/uk/home-news/uk-police-racism-blm-floyd-home-affairs-a9570956.html>
- <https://www.bbc.co.uk/bbcthree/article/381ddeb1-e493-4875-86da-4fa4368ef839>
- <https://fullfact.org/crime/stop-and-search-england-and-wales/>

Finance and Racism:

- <https://www.moneymarketing.co.uk/news/banks-cleared-of-racist-lending-policies-after-clegg-review/>
- <https://www.managementtoday.co.uk/business-failed-race/long-reads/article/1680167>

Books for older audiences:

- Me and White Supremacy by Layla F. Saad
- How To Be an Antiracist by Ibram X. Kendi
- So You Want to Talk About Race by Ijeoma Oluo
- I Know Why the Caged Bird Sings by Maya Angelou
- The Hate U Give by Angie Thomas (young adult fiction)
- Dear Martin by Nic Stone (young adult fiction)

Books for younger audiences:

- This Book is Anti-Racist by Tiffany Jewell
- Sulwe - Lupita Nyong'o
- Hair Love - Matthew Cherry
- Little Leaders: Exceptional Men in Black History - Vashti Harrison
- Little Leaders: Bold Women in Black History - Vashti Harrison
- Look Up! - Nathan Bryon and Dapo Adeola
- Parker Looks Up: An Extraordinary Moment - Parker Curry, Jessica Curry
- Julian Is A Mermaid - Jessica Love
- Saturday - Oge Mora
- Follow the Drinking Gourd - Jeanette Winter
- Sweet Clara and the Freedom Quilt - Deborah Hopkinson

Films:

- Hair Love (children+)
- The Princess and the Frog (children+)
- Spider-Man: Into the Spider-Verse (children+)
- Black Panther
- Just Mercy
- The Hate U Give
- Moonlight
- Malcolm X

TV Shows:

- Black Lightning
- When They See Us
- Dear White People
- Seven Seconds
- Self-Made: Inspired by the Life of Madam C. J. Walker

Documentaries:

- 13th
- Whose Streets?
- The Central Park Five

Podcasts:

- Seeing White
- So Get Me (for families)
- Pod Save the People
- The Kinswomen

Articles:

- <https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really>
- <https://www.creativereview.co.uk/the-truth-about-racism-in-the-uk/>
- <https://www.aljazeera.com/indepth/opinion/time-teach-colonial-history-british-schools-180830055614463.html>
- <https://www.newyorker.com/news/daily-comment/the-death-of-george-floyd-in-context>

- <https://www.elle.com/culture/career-politics/a32702103/george-floyd-death/>
- <https://theconversation.com/how-racist-is-britain-today-what-the-evidence-tells-us-141657>
- <https://www.vogue.co.uk/arts-and-lifestyle/article/funmi-fetto-racism>
- <https://www.cosmopolitan.com/entertainment/books/a32770951/read-black-books-nic-stone/>

Links to longer resources lists:

- <https://theeverymom.com/picture-books-for-kids-by-black-authors/>
- <https://theeverymom.com/kids-books-to-help-start-a-discussion-about-race/>
- <https://thevoiceofblackcincinnati.com/black-movies-for-kids-on-netflix/>
- <http://www.newsfromnowhere.org.uk/books/DisplayBooklist.php?BookListID=913>
- <https://padlet.com/nicoletthelibrarian/nbasekqoazt336co>
- <https://medium.com/wake-up-call/a-detailed-list-of-anti-racism-resources-a34b259a3eea>
- <https://www.penguinrandomhouse.com/articles/anti-racist-books-and-resources>
- <https://survivorsnetwork.org.uk/anti-racism-resources/>
- https://greatergood.berkeley.edu/article/item/antiracist_resources_from_greater_good
- <https://www.healthline.com/health/parenting/anti-racism-resources-for-parents-and-kids#books>
- <https://www.boredteachers.com/resources/100-free-anti-racism-resources-for-children-and-adults>
- <https://linktr.ee/thelonlyldnr>
- <https://www.teenvogue.com/story/books-by-black-authors-2020>



If you have found this booklet helpful, please consider donating to one of these charities, working to tackle racism. Let's end racism and create a better world together.

- Reclaim the Block
- Runnymede
- Kick It Out
- Stop Hate UK
- Discrimination Law Association
- Black Lives Matter UK
- Campaign Zero
- Black Girls Brunch UK
- Stop Hate UK
- Black Minds Matter
- The Stephen Lawrence Charitable Trust
- Access UK
- StopWatch UK
- Blam Charity
- Black Visions Creative
- The Innocence Project
- UK Black Pride

- Kids of Colour
- <https://www.firstnations.org/covid-19-emergency-response-fund/>
- <https://www.welrp.org/>
- Lists of Charities: <https://nymag.com/strategist/article/where-to-donate-for-black-lives-matter.html>
<https://inews.co.uk/news/donate-black-lives-matter-charities-where-uk-george-floyd-death-bail-funds-433605>
<https://www.independent.co.uk/life-style/black-lives-matter-charity-donate-uk-stephen-lawrence-stop-hate-a9544786.html>
<https://www.stylist.co.uk/life/uk-anti-racism-charities-black-lives-matter-how-to-donate/395365> <https://www.canadahelps.org/en/explore/charities/category/indigenous-peoples/>