

Welcome



Moving from Non-Racist to Anti-Racist

Thursday 26 November



Kick off



Objective

To offer a safe space to reflect on what being anti-racist means and the steps that we may wish to take to start/continue our journey.

Agenda

- **Ground rules**
- **The context for EDI with a focus on racial equity**
- **Unconscious bias including Harvard IAT**
- **Moving from racist to non-racist including privilege and allyship**
- **What steps can you take to help your organisation on its anti-racism journey?**
- **Feedback and close**

Ground rules



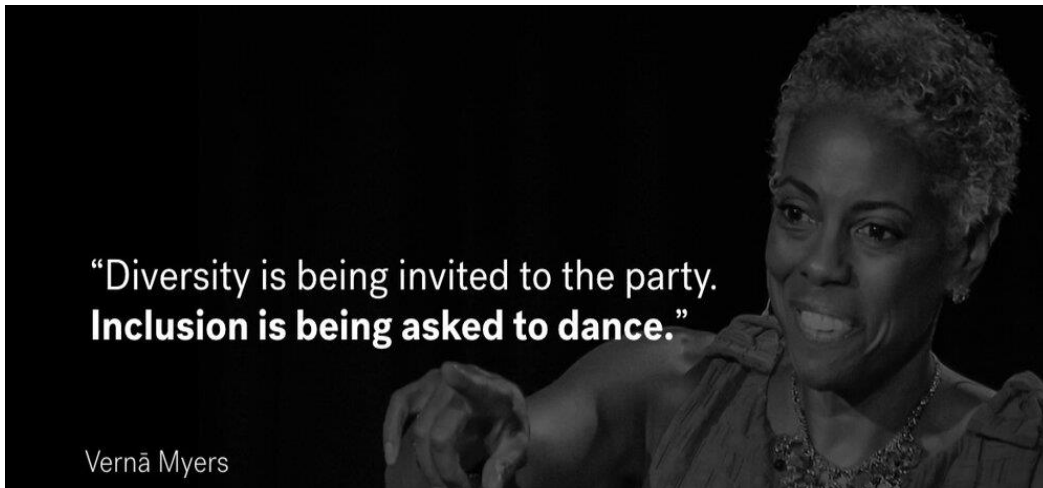
- Safety and discomfort
- Learning and *un*learning
- Reflection not reaction
- Language to be used today

EDI including racial equity. Why?

We are committed to greater equality, diversity and inclusion through all that we do, are and stand for. (LBFEW EDI Strategy).

Racial equity develops goals and outcomes that will result in improvements for all groups, but the strategies are targeted based on the needs of a particular group. (Governance Alliance on Race and Equity).

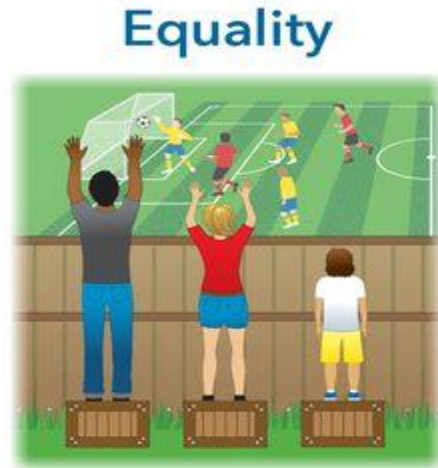
Covid-19 is not a social equaliser. It is disproportionately impacting black, Asian and minority-ethnic communities and we need urgent action... it is time to shift focus towards tackling the systemic racism that led to this tragedy (Charity So White).



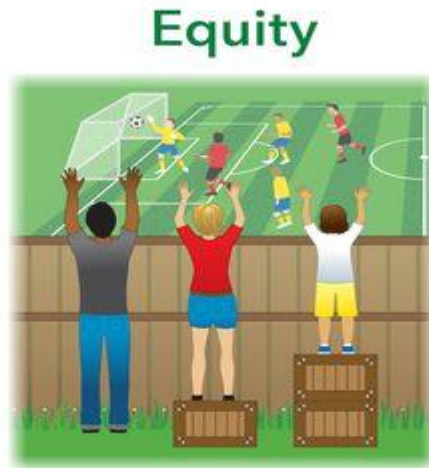
9 out of 10 black, Asian and minority-ethnic micro and small organisations are set to close if the crisis continues beyond 3 months following the lockdown. (Ubele).

Those organisations most affected are micro and small turnover less than £10k to £100k pa (Ubele).

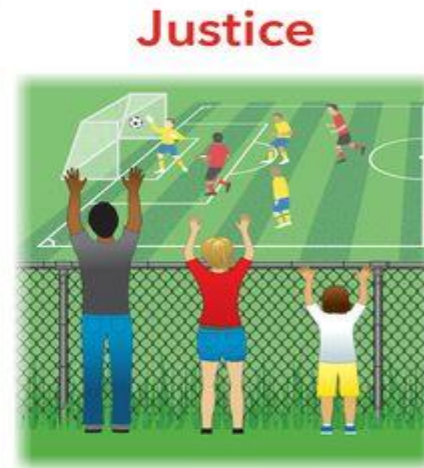
Racial equality, equity and justice – Why?



The assumption is that **everyone benefits from the same supports**. This is equal treatment.



Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

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<https://agentsofgood.org/2017/05/creating-an-open-hearted-space-for-conversations/>

Systemic racism in charity sector



1. Institutional racism for Black, Asian and minority ethnic staff

68% of respondents

(335 out of 489 people) said that they had experienced, witnessed or heard stories about racism in their time in the charity sector

2. Lower turnover

Average annual income per charity

Overall: £142,439

BAME: £78,960

50% of respondents

(246 people out of 490) felt that they needed to 'tone down' behaviour or to be on their 'best behaviour' in order to fit in in the charity sector

Between 9,000 -10,000 Black, Asian and minority ethnic staff charities and community groups operating nationally, 65% of which have an average turnover of less than £10,000 annually (compared to 39% of the overall charity sector)

3. Underinvestment over time

Sources:

- 1) <https://www.acevo.org.uk/reports/home-truths/>
- 2) <https://www.civilsociety.co.uk/news/bame-charities-needed-for-an-effective-response-to-covid-19-face-funding-crisis.html#sthash.18M0SqV0.dpuf>; <https://baringfoundation.org.uk/wp-content/uploads/2015/07/Funding-for-BAME-VCOs-Report-July-2015-V4CE-II.pdf>

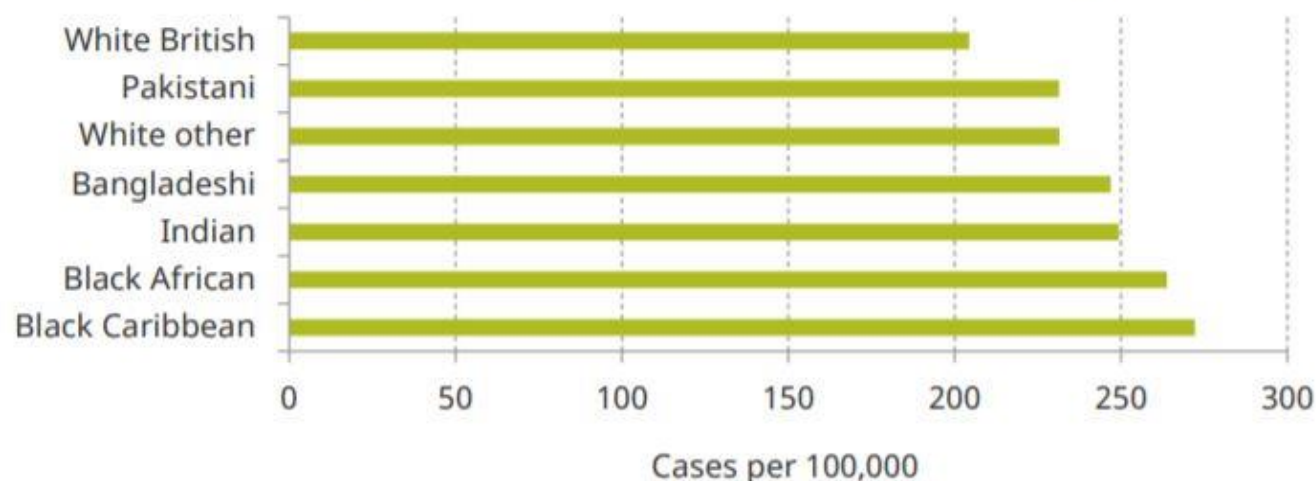
4. Systemic challenges – UK

Racial inequalities (financial, health, employment, education, etc)



Around 1 in 4 children in households headed by people from an Asian background or those in the other ethnic group were in persistent poverty, as were 1 in 5 children in Black households and 1 in 10 White British households.

Figure 4. Predicted number of lab-confirmed COVID-19 cases per 100,000 of ethnic group as of 27 April 2020, based on local authority of residence in England and Wales



<https://www.runnymedetrust.org/projects-and-publications/employment-3/the-colour-of-money.html>

Charities working for and led by people from black, Asian and minority ethnic communities

Table 1: Selected August Tracker responses

	Work primarily with BAME communities	All other charities	All respondents
Expect increase in demand for services	82%	67%	68%
Expect to have to scale back service delivery	71%	56%	58%
Expect "large" negative impact on ability to deliver objectives	54%	42%	43%
Expect income normalisation to take more than two years	32%	25%	26%
Hold more than six months' income in reserves	23%	32%	31%
Made staff redundant as a result of Covid-19	24%	19%	19%
Expect to make staff redundant when JRS ends	29%	23%	24%
Likely to cease operating within six months	12%	5%	6%

Notes: Results must be treated with caution due to small sample sizes: just 46 of the 455 responses were from charities who said they worked primarily with BAME communities.

Sources: Covid Charity Tracker, 3-7 August

Immediate Pressures – Funding, HR and Operations:

- Increase in demand for services
- Reduced resources
- Take longer for their income to get back on track
- Less likely to have more than six months' income in reserve
- More likely to have made staff redundant since the start of the pandemic and more likely to expect to have to let more workers go once the Job Retention Scheme ends.

<https://www.probonoeconomics.com/resources/weathering-storm-pbe-covid-charity-tracker>

87% of Black, Asian and Minority Ethnic-led small organisations responding to Covid-19 were at risk of permanent closure within three months. This compares to 10% of the charity sector as a whole.

Charities working for and led by people from black, Asian and minority ethnic communities



Systemic challenges – UK Racial inequalities (human rights)



3 in 4 black people in the UK do not believe their human rights are equally protected in comparison to white people.



The vast majority of black people in the UK are not confident that they would be treated in the same way as a white person by the police.



78%

Of black women believe that their health is not equally protected by the NHS compared to white people.



<https://publications.parliament.uk/pa/jt5801/jtselect/jtrights/correspondence/The-Black-Community-Human-Rights-Report.pdf>

Unconscious bias

- A **quick and often inaccurate judgment** based on **limited facts** and our **own life experiences**.
- Can give individuals and groups both **unearned advantage and unearned disadvantage**.
- **Power and privilege** play a big part.
We can be **biased about just about anything** — not just protected characteristics.
- Unconscious bias is **not intentional** — part of the lens through which we see the world.
- It gets us **off the hook** — “do you care about the fact that you didn’t mean it more than the actual harm you’ve done?”
- **Not an excuse** to legitimise potentially discriminatory behaviours. Needs to be followed by action.



Unconscious bias

SYSTEM 1

First Reactions

95%

Fast
Automatic
Impulsive
Little / No Effort
Emotional

SYSTEM 2

Thinking

5%

Slower
Deliberate
Reflective
Effortful
Analytical



Source: Daniel Kahneman

Fast thinking example:

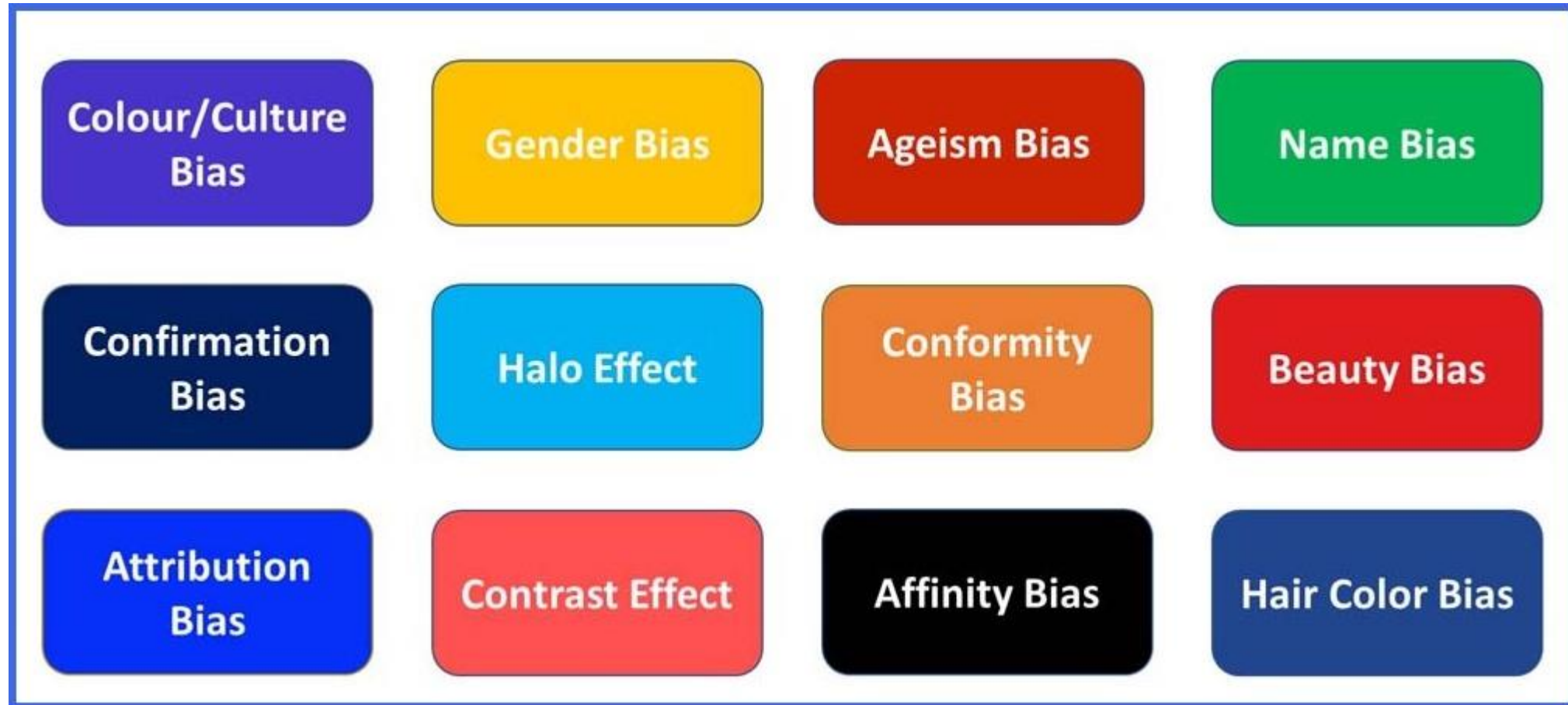
A bat and a ball cost £1.10.
The bat costs a pound
more than the ball. How
much the ball cost?

Options:

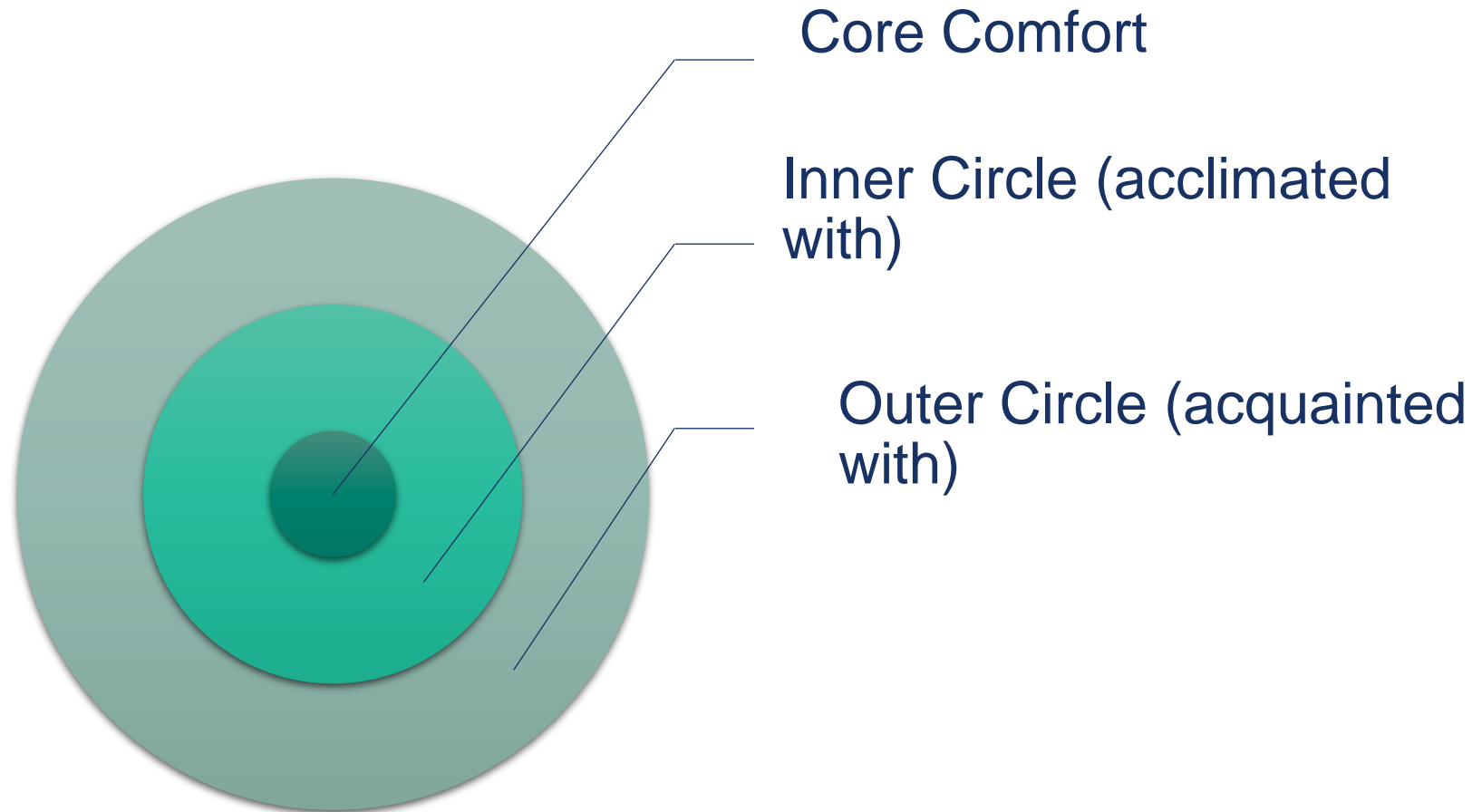
10p

5p

Models of unconscious bias



Unconscious bias



Unconscious bias - Exercise



NAME (NO FAMILY MEMBERS PLEASE!!)	RACE/ETHNICITY	GENDER	AGE (YOUNGER/ MIDDLE-AGED/ OLDER THAN YOU)	SEXUAL ORIENTATION	SALARY BAND (LOWER/ HIGHER/ SAME AS YOU)	DISABILITY (Y/N)	RELIGION	MARITAL STATUS

Managing unconscious bias



Accept that we all have biases

Slow down

Monitor your own behaviour

Pay particular attention to bias related to the nine protected characteristics - this is illegal

Avoid making assumptions or relying on gut instinct

Set ground rules

Speak out if you notice bias in your team or by your managers

Apologise if you get it wrong

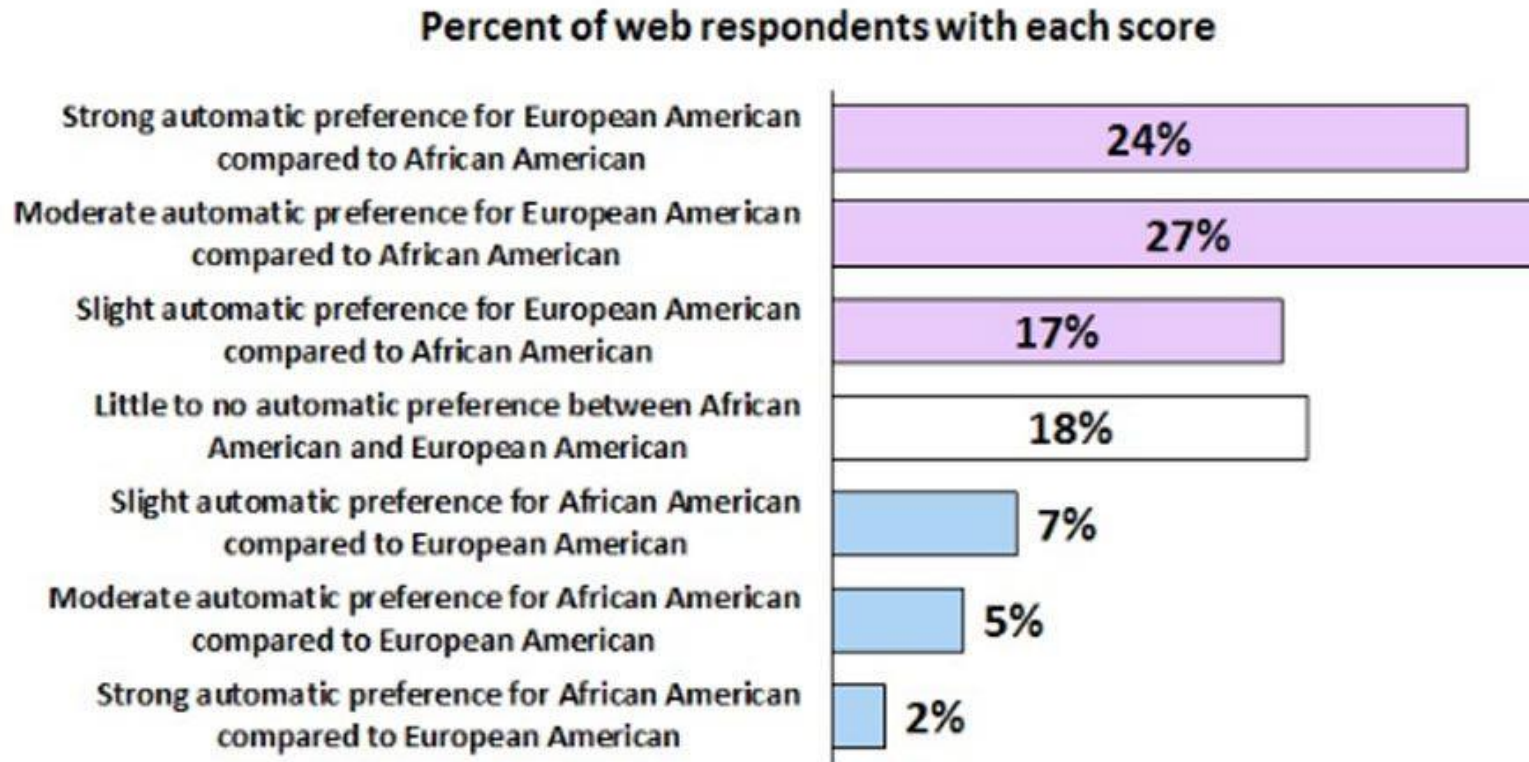
Accept feedback

Widen your social circle

“Calling in and calling out”

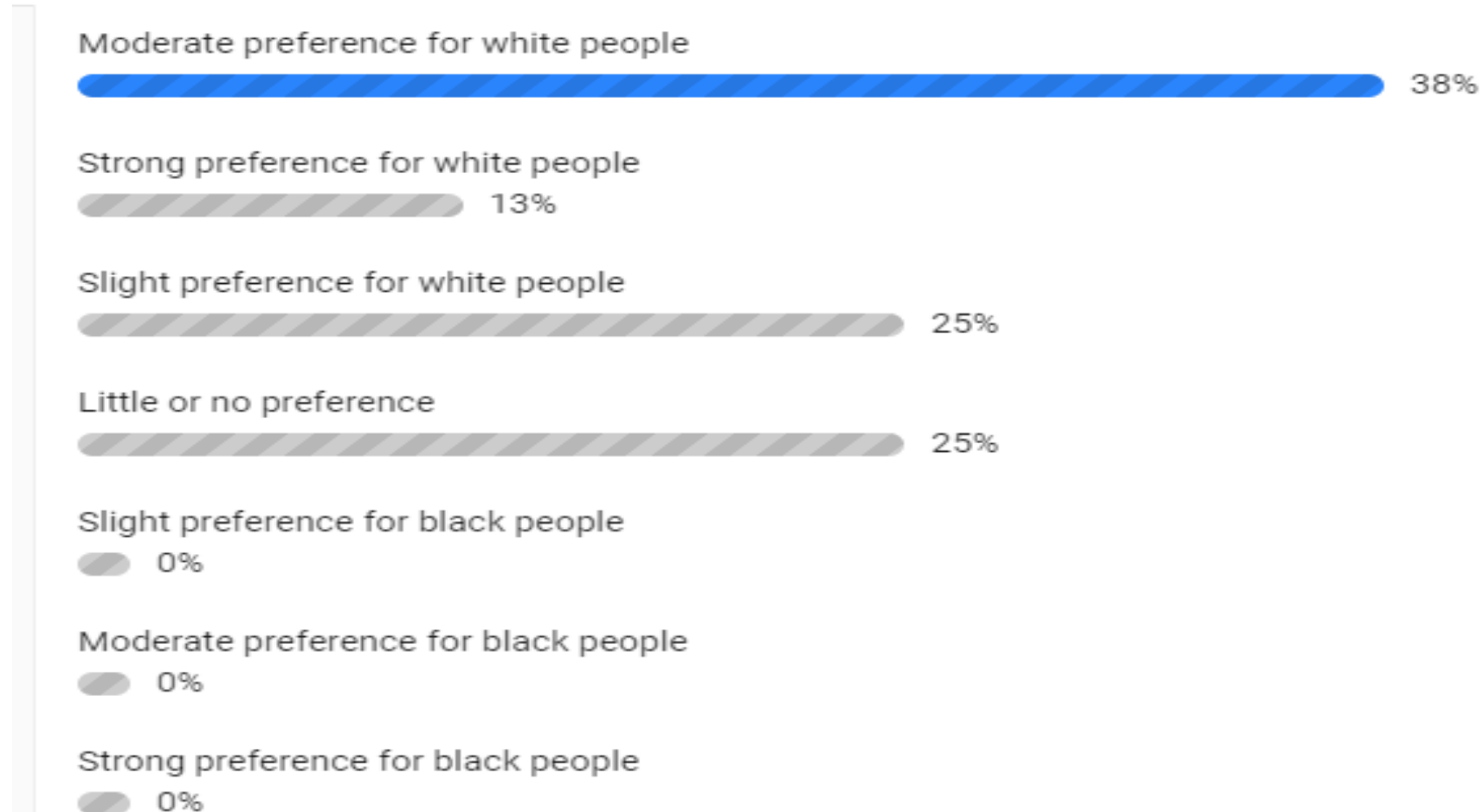
Harvard Implicit Association Tests (US)

Aggregate results from 17 million tests:



This distribution summarizes 3,314,277 IAT scores for the Race task completed between December 2002 and December 2015.

Harvard IAT – our summary



Breakout Rooms - reflections



1. Reflections on the discussion so far.
2. What made sense to you?
3. What did you disagree with?

Being inclusive

The Six Traits of Inclusive Leadership

The Inclusive Leader Continuum

- 1 **UNAWARE**
Thinks diversity is compliance-related and tolerates it
- 2 **AWARE**
Know that you have a role to play and educate yourself
- 3 **ACTIVE**
Shifting priorities and using voice to take meaningful action
- 4 **ADVOCATE**
Proactively confronting discrimination on a systematic level



Inclusive leadership begins with awareness followed by action and change.

Bystander to Ally

Agent		Bystander		Ally	
Active	Passive	Passive	Active		
(1) Actively joins in the negative behavior	(2) No response	(3) Educate oneself	(4) Interrupt the behavior	(5) Interrupt & educate	(6) Initiate an organized response

Karen Bradberry, PhD

Rosetta Eun Ryong Lee (<http://tiny.cc/rosettalee>)

Allyship – Yvonne Coghill



CMI – Moving the dial on race

Reetu Kansal CMgr FCMI, Senior Project Manager, University of London and CMI Race advisory committee member suggests:

STOP

- Being a bystander to microaggressions and any acts of exclusion
- Being afraid to speak up because you fear using the wrong words
- Thinking that your actions will not make a difference

START

- Learning about racial inequality
- Using positive language
- Understanding and dealing with the emotions of privilege

CONTINUE

- Listening to your colleagues to embed inclusion and active anti-racism
- Championing racial equality on an ongoing basis - not just around Awareness Days & Events
- Collect data (e.g. through surveys) on staff experiences and use this to review progress & actively address issues

CMI – Six Steps for better managers to move the dial on race

Support people
who face racism

Learn how to talk
about race

End
microaggressions
at work

Build support

Raise awareness

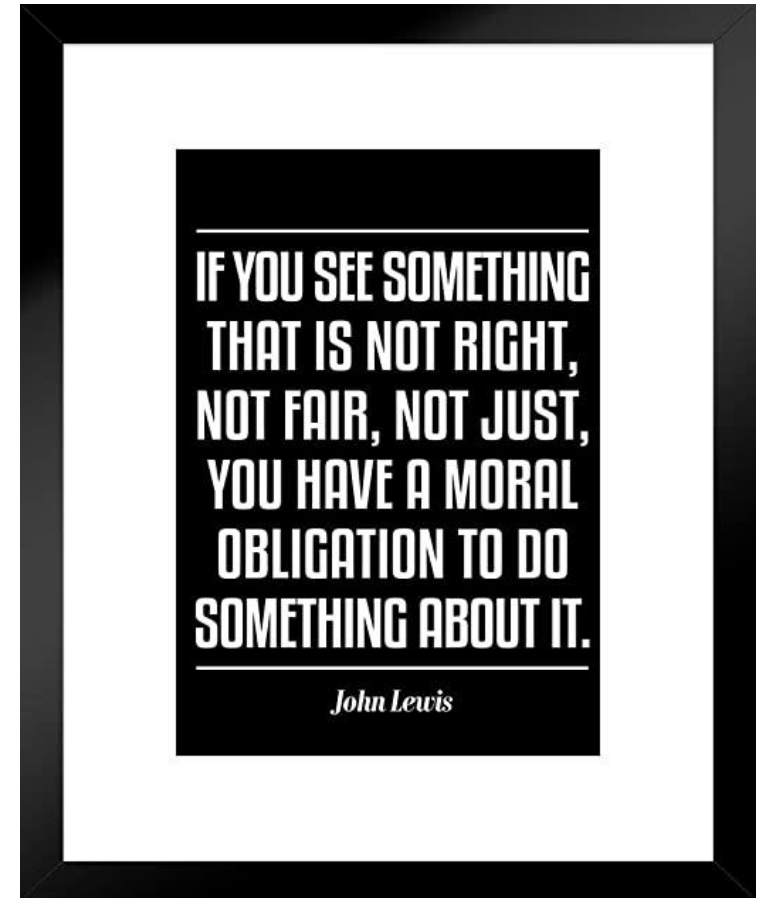
Raise skills

Our commitment to anti-racism – London Youth

- We are committed to becoming an anti-racist organisation.
- We have appointed London Youth member and trustee, [Charline King](#) ...to (lead our effort) to become an anti-racist organisation.
- We will prioritise listening to and learning from the lived experience of our ... colleagues ...from an ...minority ethnic background.
- We will also further educate ourselves on the issues of racism and structural disadvantage.
- We will begin our work by reviewing areas such as recruitment, retention and staff/trustee training and development in our organisation.
- We will consider the recommendations of reports such as [Home Truths](#) (ACEVO, June 2020)
- We will hold ourselves accountable by ensuring proper scrutiny of both plans and progress at trustee and staff level.
- What is outlined here is a start – and it must be strengthened and sustained. We will listen and we will learn.

Breakout rooms 2

What steps can you take
to help your organisation
on its anti-racism journey?



Thanks and close

- Poll
- Reflection
- One-word feedback via Chat
- Thanks and close

We have far more in
common than that
divides us.

Jo Cox MP

Our unity is our
STRENGTH
and diversity is our
POWER

— Kamala Harris —

Appendix 1: Calling in AND Calling out

Calling out:

- When we need to let someone know that their words or actions are unacceptable and will not be tolerated
- When we need to interrupt in order to prevent further harm
- Will likely feel hard and uncomfortable, but necessary
- Allows us to hit the “pause” button and break the momentum

“I wonder if you’ve considered the impact of your words.”

Calling in:

- When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
- When we are seeking to understand or learn more
- When we want to help imagine different perspectives, possibilities, or outcomes
- Provides for multiple perspectives and encourages paradigm shifts
- Focused on reflection, not reaction
- Is not just a suggestion with an uptick (Don’t you think you should...?)

“I’m curious. What was your intention when you said that?”

<http://www.racialequityvtnea.org/wp-content/uploads/2018/09/Interrupting-Bias-Calling-Out-vs.-Calling-In-REVISED-Aug-2018-1.pdf> - Example of statements to use

Appendix 2: Microaggressions and Microaffirmations

Microaggressions:

- "The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experiences in their day-to-day interactions with people."
- Promote exclusion 'them vs us' and amplify single view of what good looks like.
- Foster low self-worth and increased anxiety.
- Can stifle ambition and quash talent and lead to lost productivity.

Microaffirmations:

- Tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening.
- Lie in the practice of generosity, in consistently giving credit to others – in providing comfort and support when others are in distress, when there has been a failure, or an idea that did not work out, or a public attack.
- Include the myriad details of fair, specific, timely, consistent and clear feedback that help a person build on strengths.
- Consistent, appropriate affirmation of others can spread from one person to another – potentially raising morale and productivity.

http://marypendergreene.com/wp-content/uploads/2019/12/Rowe-2008-microaffirmations_microinequities.pdf

Appendix 3 Trusted 5

