

UNICEF UK

ANTI-RACISM

RESOURCE PACK

FOR EVERY
CHILD

unicef 
UNITED KINGDOM

As part of Unicef UK's commitment to ensuring our people have the **confidence and capacity to discuss and combat racism and discrimination**, we have compiled this resource pack for all colleagues- regardless of race or ethnicity. This should provide you with the resources to be a **meaningful ally** to people and colleagues of colour, and to actively tackle racism where you see it.

MAKING THE COMMITMENT

There are three commitments we can make to dismantling systems of inequality in both our personal and professional lives.

1

WE WILL **LISTEN** TO VOICES OF COLOUR

2

WE WILL ACTIVELY **LEARN** ABOUT RACISM, STRUCTURAL OPPRESSION AND PRIVILEGE

3

WE WILL **LIVE** AN ANTI-RACIST LIFESTYLE

ANTI-RACISM IS NOT ONLY AN IDEA; IT'S AN ACTION, IT'S A COMMITMENT, IT'S A JOURNEY AND IT'S AN OPPORTUNITY.

It is not enough for us to say we're not racist, each of us has an obligation in both our professional and personal lives to actively call out injustices and work to become meaningful allies to black and non-black people of colour.

This can be uncomfortable at times, but nowhere near as uncomfortable as living through the impact of racism every day. While some people can choose not to discuss racism, people of colour are not able to 'opt-out' of the discourse, because it impacts them everywhere they go.

IT IS A PRIVILEGE TO BE ABLE TO IGNORE RACISM, AND THE FIRST STEP IN BECOMING ACTIVELY ANTI-RACIST IS RECOGNISING THAT PRIVILEGE.

Let's have a look at the commitments above. There are three actions we can all take to personally tackle racism and be meaningful allies to communities of colour.

- 1** **Listen** to voices of colour; by actively listening to peoples' lived experiences of racism and discrimination and **accept it as truth**.
- 2** **Learn** about racism in the U.K and around the world. Take the initiative to **actively understand** structural oppression, privilege, and our roles in upholding systems of inequality.
- 3** **Live** an anti-racist lifestyle: call out inequality when you see it; use your privilege to **uplift and amplify** voices of colour; speak to your children and families about race; use every platform you have to **speak up and speak out**.

BUT FIRST, LET'S GET A FEW THINGS RIGHT...

RACISM can take many forms. It can be **individual** like calling someone a racial slur or refusing to give someone a job because of the colour of their skin. It can also be **structural** (otherwise called institutional) like mass incarceration, running media biases or pieces of hostile legislation.

STRUCTURAL RACISM is a system in which public policies, institutional practices, cultural representations, and other norms work in various, **often reinforcing**, ways to perpetrate racial group inequity.

Structural racism is primarily characterised by white supremacy.

WHITE SUPREMACY is the **preferential treatment, privilege, power, access, and opportunities** for white people- at the expense of cumulative and chronic adverse outcomes for people of colour.

It's important to understand the two concepts above because **structural racism is the most pervasive form of racism**; other kinds of racism- for example, language, belief systems, housing inequality, 'stop and search' practices, etc - all emerge from structural racism (Lawrence & Keheler, 2018).

INDIVIDUAL RACISM refers to an individual's racist assumptions, beliefs or behaviours and is 'a form of racial discrimination that stems from conscious and unconscious, personal prejudice' (Henry & Tator, 2006).

Examples can include telling a racist joke, believing in the superiority of white people over other ethnic groups, or choosing not to hire a person of colour 'because something doesn't feel right'.

Individual racism is reinforced by structural racism because it provides a framework for it to perpetuate.

LISTEN TO VOICES OF COLOUR

VOICES TO FOLLOW ON SOCIAL MEDIA

- [Rachel Ricketts](#), social justice educator
- [Layla Saad](#), author of 'Me and White Supremacy'
- [Akala](#), author, activist and performer
- [Dr Shola Mos-Shogbamimu](#), lawyer and activist
- [Candice Brathwaite](#), author and activist

PODCASTS TO LISTEN TO

- [About Race](#) by Reni Eddo Lodge
- [Intersectionality Matters](#) by Kimberly Crenshaw
- [Say Your Mind](#) by Kelechi Okafor
- [The Echo Chamber](#)

ORGANISATIONS TO FOLLOW ONLINE

- [Audre Lorde Project](#)
- [Antiracism Center](#)
- [Color Of Change](#)
- [Equal Justice Initiative \(EJI\)](#)
- [Muslim Girl](#)
- [Families Belong Together](#)
- [Showing Up for Racial Justice \(SURJ\)](#)

LEARN ABOUT RACISM AND OPPRESSION

ARTICLES TO READ

- [A Q&A on the Black Lives Matter Uprising](#) by Courtney Martin
- [Intersectionality Wars](#) by Jane Coaston
- [White Privilege: Unpicking the Invisible Knapsack](#)
- [Impact of Austerity on BAME Women](#)
- [Impact of COVID-19 on BAME communities](#)

BOOKS TO READ

- [Black Feminist Thought](#) by Patricia Hill Collins
- [How To Be An Antiracist](#) by Dr. Ibram X. Kendi
- [Me and White Supremacy](#) by Layla F. Saad
- [Why I'm No Longer Talking to White People About Race](#) by Reni Eddo Lodge
- [Natives: Race and Class in the Ruins of Empire](#) by Akala

FILMS AND SERIES TO WATCH

- [Explained: The Racial Wealth Gap](#) (on Netflix)
- [Dear White People](#) (on Netflix)
- [13th](#) (on Netflix)
- [I Am Not Your Negro](#)
- [When They See Us](#) (on Netflix)

IN PRACTICE: SPEAKING TO CHILDREN ABOUT RACE

BOOKS

[Coretta Scott King Book Award Winners](#): books for children and young adults

[31 Children's books to support conversations on race, racism and resistance](#)

PODCASTS

[Parenting Forward 'Five Pandemic Parenting Lessons with Cindy Wang Brandt'](#)

[Fare of the Free Child](#)

[Integrated Schools "Raising White Kids with Jennifer Harvey"](#)

ARTICLES

[PBS's Teaching Your Child About Black History Month](#)

[Your Kids Aren't Too Young to Talk About Race: Resource Roundup](#) from Pretty Good

IN PRACTICE: SUPPORTING AND MANAGING COLLEAGUES OF COLOUR

[Understanding the impact of current events on Black colleagues](#)

[Supporting BAME communities during COVID-19](#)

[Managing teams in times of crisis](#)

[Mental Health in the Black Community](#)

LIVE AN ANTI-RACIST LIFESTYLE

Here are some top tips on how to be actively anti-racist in our everyday life

1

Use your privilege. It's not enough to recognise it. Use it to uplift and amplify the voices of the oppressed.

2

Speak to your children, family and friends about race; be prepared to call it out everywhere you go.

3

Choose to read, purchase and share stories and content that feature diverse voices and identities as main characters or protagonists.

4

Review your own working systems and process and make changes where they are needed to create a more equal playing field.

5

Make the conscious effort to have a conversation with someone different to you. Recognise the power of speaking openly and listening closely to diverse voices.