

RaceEqualityMatters.com

 <p><b>RACE</b> <b>EQUALITY</b> <b>WEEK</b></p> <p>6-12 February 2023</p>	<p>Powered by greenpark</p> <p><b>LLOYD'S</b></p>
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**#ItsEveryonesBusiness**  
#ActionDrivesChange



## DAY 4

**YOU MAY NOT BE RACIST  
BUT ARE YOU ANTI-RACIST?  
THERE'S A BIG DIFFERENCE!**

# TODAY'S EYE-OPENER

## 1 MIN



If you hear someone say something racist or something that could be offensive to someone, do you:

- Speak to the person who may have been offended later?
- Speak to the person who said it later?
- Call it out in the moment?
- Speak to other colleagues afterwards, asking what they thought
- Ignore it?



Not being racist, not doing anything or being a bystander when racism occurs does not make us anti-racist. Hence will not change race inequality.

"Sometimes, we sit, and we look around us and we think, 'how can I possibly change all this?' And sometimes you can't. But what you can do is make sure wherever you go, people know where you stand. They know that you're an anti-racist. You become a beacon of light that way. You become someone who makes other people want to be anti-racist too. You've got tools at your disposal."

John Amaechi, psychologist, New York Times best-selling author and a former NBA basketball player.



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## VIDEO – 2.5 MINS



So, what is the difference between being 'not racist' and 'anti-racist', and what is the impact?

Watch this video to find out: [www.bbc.co.uk/bitesize/articles/zs9n2v4](http://www.bbc.co.uk/bitesize/articles/zs9n2v4)

Source: John Amaechi, BBC

52% of more than 1,400 workers surveyed by business psychologists, Pearn Kandola, said they had witnessed an act of racism at work. A third of them said they had not reported it to their employer.

## ACTION – 2 MINS



What could you do to become anti-racist? Ideas:

- Plan ahead - prepare a few phrases to address racist comments said to somebody else.
- Practice saying them until it feels comfortable.
- Next time you hear an inappropriate comment, or something that might offend someone, try not to say silent or walk away, but calmly and respectfully say "I am sorry but that is not acceptable."
- Learn, read, and speak to those with lived experience and build your personal anti-racist toolkit, so you feel confident speaking up.

Action/s I will take:	To be achieved by

If you are interested and would like to find out more: **Additional Resources**

[https://www.linkedin.com/posts/ashanimfuko\\_education-diversityequityinclusion-antiracism-activity-6980271433264328704-nwe-/](https://www.linkedin.com/posts/ashanimfuko_education-diversityequityinclusion-antiracism-activity-6980271433264328704-nwe-/)

[https://www.ted.com/talks/ibram\\_x\\_kendi\\_the\\_difference\\_between\\_being\\_not\\_racist\\_and\\_antiracist?language=en](https://www.ted.com/talks/ibram_x_kendi_the_difference_between_being_not_racist_and_antiracist?language=en)

<https://mashable.com/article/how-to-be-antiracist>

<https://www.theguardian.com/world/video/2020/jun/26/how-white-fragility-obstructs-the-fight-against-racism-video-explainer>

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

You can start to change the world today by making your Big Promise now:  
**go to the Big Promise tool.**