

# Being anti-racist:

## *how you can help end racism*

At PSS we don't allow anyone to be racist towards another person, ever. If anyone sees or hears someone being racist towards someone, saying racist things or talking about racist beliefs, we'll always take it very seriously. But we know that's not enough. We know we can do much more to help stamp out racism, and it starts with us - the small choices we make each day.

### *What is racism?*

Racism is prejudice or discrimination against someone based on their ethnicity. This comes from the belief, whether conscious or unconscious, that people from certain ethnic backgrounds are more superior than others.

### *Racism vs racial prejudice*

Racism is experienced differently depending on whether you're someone who's White, or whether you're someone from a Black, Asian or minority ethnic group.

Racism is based on power. It's about how someone with a darker skin colour will be treated differently in their life because of years and years of White people being in control of our governments, policies, healthcare system, laws, etc, all over the world, and designing these to benefit White people only. There is such a big power difference between people who are White and people who are Black, Asian or other ethnic minority.

Sometimes, White people might experience someone from another ethnic background calling them names or putting them down because of their ethnicity. This is racial prejudice.

Racial prejudice isn't right and shouldn't be tolerated. However, it's not the same as racism.

Sociologist Ricky Sherover-Marcuse explains it like this: 'We should not confuse the occasional mistreatment experienced by [White people] at the hands of people of color with the systematic and institutionalised mistreatment experienced by people of color at the hands of [White people]...



While expressions of racial prejudice directed at White people may hurt the White person/people individually or personally, and are never to be condoned, they do not have the power or authority to affect the White person's social/economic/political location and privileges.'

We can think about racism differently then, depending on if we're a White person or someone who is Black, Asian or from another ethnic minority group. If you're a White person, racism is about what you do, say and think about people from different ethnic backgrounds.

If you're Black, Asian or from a minority ethnic group, it's about how you think about yourself and your own ethnicity, as well as the beliefs you hold about other ethnicities.

**Racism comes in several forms, including:**

- **Individual racism:** when someone chooses to be racist towards another person and thinks that it's right to discriminate against someone for having a different ethnicity than theirs, or to treat them badly. They might use racist words, talk about their racist beliefs or use physical violence against people with a different ethnicity.
- **Systemic racism:** about how our society works to benefit White people, and not benefit people from Black, Asian or other minority ethnic backgrounds. White people have been in positions of political power, high up in businesses and in senior positions within communities for a very long time – and this has meant that lots of the policies, procedures and general beliefs that our whole world and society is built on have been designed to benefit White people, and nobody else, with little input from people from other ethnic backgrounds. Systemic racism was often used to oppress Black people and those whose ethnicities were once thought of as minorities. This means that White people have lots of unfair advantages over people who are Black, Asian or other minority ethnic groups, or don't have the same type of disadvantages. Because of how deeply this type of racism goes into our society, it might be difficult for White people to spot this type of racism – mostly because they've never had to deal with it. This ability to live as a White person without the colour of your skin affecting your life is called White privilege.

The term 'White privilege' doesn't mean that if you're White, you've got an easy life with everything you want – you can have White privilege and have a very hard life. But as a White person with a hard life, your life's not hard because your skin's white. Someone with black skin may experience injustices just because their skin is black.

Those are just some examples of the different ways racism exists all around us.



## What is anti-racism?

Being anti-racist isn't just about *not being racist*. It's about fighting against racism, within ourselves (whether that's racist ideas we have towards other people if we're White, or ideas we've got about ourselves and our own ethnicity if we're Black, Asian or from another minority ethnic background) and also across our organisation and communities.

Racism is a huge issue and we're only going to tackle it if we all do our best to stand against it. We want all PSS staff to choose being anti-racist and make a conscious effort to be as inclusive and open-minded as possible - both inside of work and outside of work - in whatever ways you can. And as an organisation, we'll do the same

Together, we can learn from each other and help make a difference.

## Eight ways to start your anti-racism journey at PSS:

### 1. Learn more about racism

It's important that we all understand what racism is and what it can look like - in how the world around us works, how we each think about ethnicity and in what others do, say and think. The more we know about racism and how to recognise it, the more we can stamp it out and stand in solidarity with the people who are experiencing it.

We're making learning about racism and anti-racism compulsory for all PSS people through some e-learning courses on Learning Pool, our online learning system - but there are lots of other things you can do to learn about racism, too.

For those of us who are Black, Asian or from another ethnic minority background, learning about racism may help us to recognise where racism has impacted our lives - sometimes in ways we've never really noticed before. This might be a difficult thing to realise and could cause us to feel angry or upset, and make us feel vulnerable. Chat to friends and family if you need support, and take action if you can. If you need to talk about racism you've experienced at work, please don't hesitate to chat to your manager, or someone in our people and culture team. Remember that if you need to talk to someone privately about how you're feeling, you can call our Employee Assistance Programme any time or day and speak confidentially to a counsellor.

#### How can I learn more about racism?

- ✓ **Complete the anti-racism learning resources on Learning Pool**
- ✓ **Read up, watch videos, listen to podcasts**
- ✓ **Hear from people who have experienced racism**
- ✓ **Follow anti-racism accounts on social media**

## 2. Look within

Once we've understood the ways that racism exists around us, it's really important we look within ourselves at our own thoughts, beliefs and opinions about ethnicity and be honest about what they mean.

We need to ask ourselves if our thoughts, feelings or beliefs mean we behave differently or unfairly towards certain groups of people, specifically people with different ethnicities to our own, and whether any racist ideas have influenced how we think or what we do.

When we treat another group differently or unfairly because of who they are, it means we're biased.

Some of our bias beliefs, thoughts and feelings might be conscious ones. It's a conscious bias if we know that's what we think, feel or believe. It's so important to be honest with yourself and challenge any beliefs, thoughts or feelings you have that might be biased against people with a different ethnicity to yours.

Other biased thoughts, feelings and beliefs might be unconscious - we may not realise they're biased right away. Those are called unconscious biases. Without even knowing it, we can form these biases and treat certain groups unfairly because of our stereotypes. This can include people from different ethnic backgrounds to us.

Recognising your biases is uncomfortable, but it's necessary. We need to be prepared to challenge ourselves about any feelings, beliefs or thoughts we have that may play into racism or tolerate it in some way so that we can educate ourselves and change things for the better.

If we're Black, Asian or from another minority ethnic group, we can look into the ways White privilege may have affected our lives - consciously or unconsciously - and how we can start to challenge those ideas.

### How can I start looking within?

- ✔ **Take the unconscious bias training on Learning Pool**
- ✔ **Learn what your biases are: [take the Project Implicit test from Harvard University](#)**
- ✔ **[Watch this video about uncovering unconscious bias](#)**



### 3. Speak up

Being anti-racist isn't about avoiding racism and shutting ourselves off to it – it's about standing up against any racism we experience on behalf of ourselves and others. We should be reporting any racism we experience at PSS and outside of PSS.

#### What to do if you're a victim of racism or you witness racism

- **Outside of work:** racism is hate crime. If you're victim to or witness a racist attack, whether it's physical or verbal, in the real world or online, you should report this to the police. If it's an emergency and you or someone else needs help urgently, dial 999. If you want to report an incident that isn't an emergency, dial 101.
- **Inside of work:** if you hear a colleague or someone we support expressing racist views or discriminating against someone because of their ethnicity, tell your manager right away. If you feel that you, a colleague or someone you support has been racially attacked by a team mate or someone outside of PSS you should again chat to your manager as soon as you can and make sure you follow safeguarding guidance. Depending on what has happened you might also decide to contact the police in this situation.

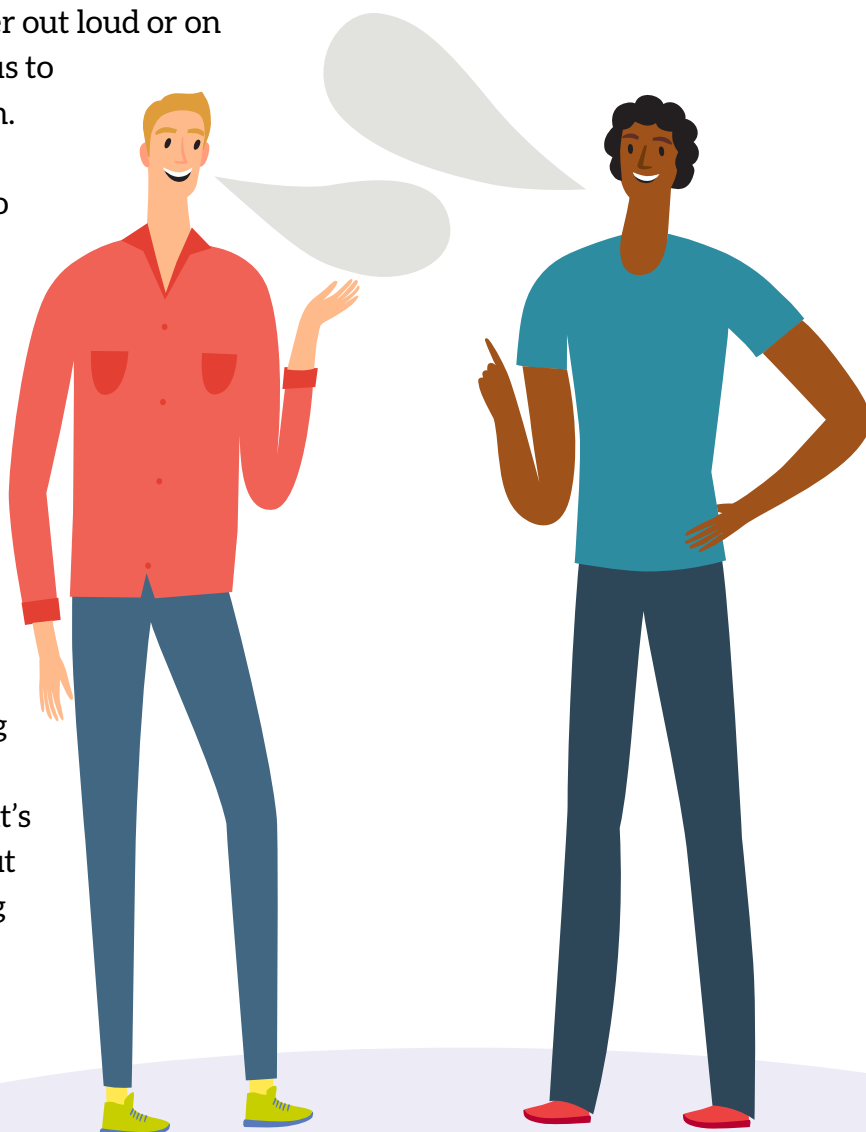
For more information, check out the PSS safeguarding policy.

### 4. Be inclusive with how you communicate

What we say to other people – whether out loud or on paper for someone to read -- can help us to promote equality and stamp out racism. We need to make sure our language is positive and inclusive, doesn't play into any stereotypes or biases and doesn't have racist origins.

#### How can I communicate more inclusively?

The colour of someone's skin or their ethnicity should only ever be talked about if it's a key bit of information that's relevant to what you're talking about. It shouldn't be used to describe someone unless it's relevant. For example, if you're writing something about a person we support who's celebrated a cultural festival that's important to them, we might talk about their ethnicity then, for example: 'Jung is Korean and has been celebrating Chuseok with his Shared Lives carers.'



- **Always use 'ethnicity', not 'race'**

We don't use the term 'race', because it's a phrase that has been made up by society to talk about the colour of our skin. There's so much more to us than that. At PSS, we talk about 'ethnicity'. Ethnicity is all about our entire background - our culture, ancestry, religion, language and shared experience. We choose to talk about ethnicity because it's a lot more relevant to who someone is than focusing entirely on someone's skin colour.

- **Use capital letters to describe someone's ethnicity and not to describe someone's skin colour**

Use a capital letter if describing someone's ethnicity. For example, 'A group of Black women'. If you're describing someone's skin colour, use lower-case, for example 'She had black skin'.

- **Don't use the term 'non-white'**

Never use the term 'non-white' to describe someone who doesn't have white skin - whether you're describing their skin colour or their ethnicity. That term makes white skin or White ethnicity superior, because it says no other skin colour or ethnicity needs to be named.

- **Try to avoid using 'BAME/BME'**

BAME stands for Black, Asian and minority ethnic and BME stands for Black and minority ethnic. A lot of people use BAME and BME to describe people who have previously been categorised in society as a 'minority' - either statistically or culturally through systemic racism.

Since the terms BAME and BME came into existence, the UK has become lots more diverse - and we should be paying attention to individual ethnic groups as much as we can instead of lumping Black, Asian and other minority ethnic groups under the same 'BAME' umbrella.

Wherever possible, you should be as specific about ethnicities as you can be. This includes in things like surveys, where people from 'BAME' backgrounds are often compared to those from White backgrounds. Remember that BAME is not a category of person - it's people from lots of different backgrounds who aren't White. It's much better to give someone the option to describe themselves.

Lumping people from lots of different rich cultural backgrounds under the term BAME, or BME, removes so much understanding about each of the ethnicities we're talking about. You should never describe someone as BAME, for example 'Someone we support who is BAME'. You should describe them using their ethnicity, for example 'Someone we support who is Asian' into 'If you need to mention someone's ethnicity, try to be specific, for example, 'Someone we support who is Asian.'



## 5. Represent people from Black, Asian and minority ethnic backgrounds in your work

If we don't see or hear ourselves represented in a place we'd like to go, or in a service we'd like to use, we might not feel welcome, or know that the people supporting us understand how things might be different for us.

With everything we're learning about systemic racism, it's important that we acknowledge that experiences of the specialist areas we cover like mental health, learning disabilities, domestic abuse and imprisonment may be different for people from a range of ethnic backgrounds. The more we can bring this to light, the more inclusive we can be. It's important that we raise up as many unique experiences as possible which people who may be looking for support can relate to.

We're actively looking to better represent people from Black, Asian and minority ethnic backgrounds – to raise people's voices, to share their stories and to listen to their perspectives.

We want our social feeds, service guides, website and printed materials to reflect the diverse people we support at PSS, their unique experiences and their thoughts.

### **How can I help to represent people from Black, Asian and ethnic minority backgrounds?**

We always encourage our teams to share the stories of the people we support. This isn't just about promoting the work we do; it's about empowering the people we support to gain a platform to talk about the things that matter most to them. The blog area of our website was set up especially for people to do this.

You can help PSS to represent people from Black, Asian and ethnic minority backgrounds by asking people we support from those groups if they'd like to share their stories to support others - as you should already be doing with everyone you support. In doing this we don't want to single people out, but we do want to make sure we acknowledge that people from Black, Asian and minority ethnic backgrounds may offer a different perspective from those of White people.

Contact the PSS communications team to get involved: [comms@pss.org.uk](mailto:comms@pss.org.uk)



## 6. Support the people who use our services to learn about racism and anti-racism

We're lucky enough to support lots of different people from many different walks of life here at PSS. We have a big part to play in changing people's lives for the better. This isn't just about the individuals we support but across our society. We can act as an influencer across our network of brilliant people, supporting people to understand racism and anti-racism better. This is important across all our services, but especially those which support children. By educating children in race and anti-racism we are supporting a more long-term approach to anti-racism for future generations.

**How can I help the people I support learn about racism and anti-racism?**

- ✓ **Use these easy-read resources on explaining racism and anti-racism to adults with learning disabilities**
- ✓ **Working with kids? Use this guide to explain racism and anti-racism to children**
- ✓ **Chat in your team meetings about how your team could get people involved**

## 7. Show people that you support anti-racism

As an organisation, we'll be showing that we support anti-racism, most importantly by making changes to the way we do things, but also publicly, letting others know that we stand against racism.

**How can I show people I support anti-racism?**

We've created a pin to add to your lanyard that show other people that we, and all our wonderful PSS people, support anti-racism. By wearing this we'll be showing people we meet from all ethnic backgrounds that we're actively fighting against racism at PSS.





## 8. Share your ideas to develop our approach to anti-racism

Last but not least, we understand that we definitely don't know everything there is to know about racism or being anti-racist – far from it! This is a journey and it's about continuing to get better and more educated all the time. We'll be keeping our eyes and ears open to the conversation and issues surrounding racism – and we'll keep on adapting this guide when we learn new things.

If you read this guide and feel something's missing, something's not quite right, we could do better or we need to do a bit more learning in a certain area, please tell us – we want to hear from you.

If you've had any insights around racism from any partner agencies you work with, from the people you support or from your own personal experiences you think we need to hear about to develop our learning as a whole organisation, email [learninganddevelopment@pss.org.uk](mailto:learninganddevelopment@pss.org.uk)

