

## **Guidelines when challenging Racism**

**1. Challenge the discriminatory attitudes and behaviour, rather than the person.**

Ignoring issues won't make them go away and silence sends the message that you are in agreement with such attitudes and behaviours. Make it clear that you will not tolerate racist, ethnic or cultural jokes or slurs, or any actions that demean any person or group.

**2. Expect tension and conflict and learn to manage it.**

Sensitive and deep-rooted issues are unlikely to change without some struggle and in some situations, conflict is unavoidable. Tension and conflict, if harnessed correctly, can be positive forces that foster growth.

**3. Be aware of your own attitudes, stereotypes and expectations**

Be open to the limitations your own attitudes and expectations can place on your perspective. Be honest about your own prejudices and biases. It is important not to get defensive when discriminatory attitudes or behaviours are brought to your attention.

**4. Actively listen to and learn from others' experiences.**

Don't minimise, trivialise or deny other people's concerns and feelings.

**5. Use language and behaviour that is nonbiased and inclusive.**

Modelling an inclusive way of being is important when educating young people, and the words we choose to use, even in a light-hearted manner, give loud messages to what we feel is acceptable or otherwise.

**6. Provide accurate information to challenge stereotypes and biases.**

Take responsibility for educating yourself about your own and other people's cultures. Don't expect people from different backgrounds to always educate you about their culture or history, or to explain racism to you. You will then be able to confront prejudice with more confidence and with the view to re-educating others.

**7. Acknowledge diversity and avoid stereotypical thinking.**

Don't ignore or pretend not to see our rich differences. Acknowledging obvious differences is not the problem, but placing negative value judgements on those differences is! Stereotypes about those differences are hurtful because they generalise, limit and deny people's full potential.

# Terminology

- English as an Additional Language** - People who regularly use one or more languages in addition to English.
- Bilingual** - People who use or have access to more than one language
- Ethnic Origin** - A group has an 'ethnic origin' if it has a long shared history and a cultural tradition. Other relevant characteristics are a common geographical origin or descent from a small number of ancestors, a common language, a common religion and being a minority or in an oppressed or dominant group in a large community.
- Sikhs, Jews and Gypsies are examples of ethnic groups according to the courts.
- Minority Ethnic (ME)** - Use of this term is accepted and makes it clearer that it is not just the minorities, but also the majority that has an 'ethnic' identity. It is important to counter the idea that it is only the minorities who are 'ethnic'. It should be remembered that the concept of minority ethnic includes indigenous, white minorities who may experience discrimination as a result of religion or language.
- Black and Minority Ethnic (BME)** - This term is used to embrace people of minority ethnic groups who share a common experience of discrimination and disadvantage on account of their colour or racial origin.
- Black** - This term is acceptable for people of African and Caribbean origin.
- Asian** - This term should be used with care. People often prefer to identify themselves by reference to their country, e.g. Indian, Pakistani and Bangladeshi
- People of Colour** - A term use in the USA not acceptable here
- Refugee** - Someone who is forced to flee their own country, who escapes to another country and is given refugee status by the government there. To qualify for refugee status, the person has to prove that they cannot return home: owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion.
- Asylum Seeker** - An asylum seeker is a person who has crossed an international border in search of safety; and refugee status, in another country.
- Coloured** - An offensive term that should never be used.
- Ethnics** - A deeply offensive term that should never be used.
- Immigrants** - It is inaccurate to apply this generalisation to racial minorities in the UK, many of whom are British born.
- Non-white** - The term 'non-white' implies a negative value and should not be used.

## Useful websites

[www.kidslikeme.co.uk](http://www.kidslikeme.co.uk)

Access to Information on Multicultural Education Resources.  
[www.ncll.org.uk](http://www.ncll.org.uk)

<https://www.tes.co.uk/>

Ahmed Iqbal Ullah Race Relations Archive. [www.racearchive.org.uk](http://www.racearchive.org.uk).  
[www.educationtrust.org.uk](http://www.educationtrust.org.uk)

Britkids. [www.britkid.org.uk](http://www.britkid.org.uk). A website on race, racism and life for  
Britkids

[www.srtrc.org](http://www.srtrc.org) Show Racism the Red card

Early Years Equality. [www.earlyyearesequality.org](http://www.earlyyearesequality.org)

Institute of Race Relations. Includes weekly email bulletin. [www.irr.org.uk](http://www.irr.org.uk)

Letterbox Library. [www.letterboxlibrary.com](http://www.letterboxlibrary.com)

National Centre for Language and Literacy. [www.ncll.reading.ac.uk](http://www.ncll.reading.ac.uk)

<http://www.irespect.net>

[www.sparklebox.co.uk](http://www.sparklebox.co.uk)

[www.mantralingua.com](http://www.mantralingua.com)

[www.milet.com](http://www.milet.com)

<http://www.citizenship-global.org.uk>

[talktoyourbaby.org.uk](http://talktoyourbaby.org.uk)

[www.justposters.org/](http://www.justposters.org/) Posters