

## Anti-Racism - Allyship

**Please note: This resource has only been possible due to educators and creators from within marginalised and less privileged communities sharing their emotional labour and educational resources. Some of these (but by no means all) are provided within this document.**

### Self Educate and Access resources.

There are plenty of films, docuseries, books and social media accounts available that are educating people on matters surrounding race, discrimination and marginalised groups.

A few of these are linked at the end of this article.

Allies must be proactive in their self-education before attempting to help others. Until you have invested time in education you cannot listen effectively or lean in.

Search engines are also a better place to ask initial questions than directly to members of marginalised or vulnerable groups where you do not have pre-existing and trusted relationships.

*Please note: Where you do have pre-existing and trusted relationships it is still worth asking for permission for the conversation. If the answer is no, accept this.*

If a search engine doesn't cut it and you know someone who is learning and reviewing similar allyship, perhaps have an initial discussion with them.

Marginalised experiences should not be subjected to critical analysis or intellectualisation. Therefore, those of us outside of the marginalised experience must work hard to learn, listen and recalibrate our understanding.

### Listen and Lean In

#### **Recognise the power within your language.**

It isn't what you said. It is how it was received.

When you learn language has offensive ramifications commit to using different language.

#### **Make Space and Drop Defences**

Create and respect safe spaces where the more vulnerable, less privileged and marginalised are able to volunteer their experience without needing to validate or evidence it.

Accept experiences for what they are shared to be and confirm you are listening: 'I hear you' or 'Thank you for letting me know'.

Listen to understand, not to respond.

Listening isn't about changing the other person's frame of mind it is about enriching yours.

#### **Check Bias**

Call out and understand bias.

Bias is insidious recognise your own.

#### **Amplify**

By sharing resources and products you are validating and influencing.

By writing you show support.

By using your voice to *repeat* and *alongside* oppressed ones you are making the marginalized voice more powerful.

#### **Acknowledge**

As an ally you will never be able to fully understand what it feels like to be systemically oppressed or live life without your privileges. A marginalized individual cannot easily cast away the weight of their identity shaped through oppression on a whim. An ally understands that their responsibility to the marginalized is also a weight never to be put down.

### **Spend**

By making efforts to spend within and donating to marginalised and oppressed communities you are investing in, protecting and amplifying that very community.

### **Diversify**

Your reading, listening and screening, your influencers, your news sources, your brands, your kids toys...

Enjoy the things you love with diversity.

Relish and share in the joy alongside the struggle.

### **Feel**

By sitting through uncomfortable conversations, we learn about ourselves and others.

Feel the discomfort and give yourself to reflect on why you felt this way.

Can you hold yourself to account?

Get comfortable being uncomfortable.

### **Sign Petitions**

By doing this you can literally put your name to the cause. There are plenty of petitions each with different aims.

### **Access and read resources**

By doing this you unlearn and relearn.

You find your blind spots – We all have them.

### **Join and Show Solidarity**

Join networks and attend events without centering yourself.

### **Have conversations**

One way to help marginalised and oppressed groups is to educate and influence the people around you like family members or friends who are not on social media or do not have access to the information you do.

This can be done by sending them resources you have found helpful or just opening up discussions around your learning.

It is also important to speak out against injustice. Calling out racist behaviour, homophobic behaviour, sexist and ableist behaviour, can be daunting but these steps are what make the biggest difference.

As Martin Luther King once reflected, 'shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will'.

Within the University the UoB listening service, workplace wellbeing, HR and the staff networks are on hand if you observe or experience discrimination within the workplace and would like additional support.

### **Try**

You may be worried about speaking out to express your views - knowing what to say and the best forum for it.

However, it's important that you can support something that you feel strongly about. If you feel worried about saying the wrong thing, just know it is better to have tried than to have done nothing at all.

You will make mistakes

**You will need to apologise**

**You need then need to take appropriate action in response to the apology.**

You will need to dust yourself off and try again

Because they are worth it and so are you.

Keep going!

*'You cannot enjoy the rhythm and ignore the blues.'* Amanda Seales

### **Remember it is not about you**

There will be the need to rein in action-oriented behaviours and the desire to contribute. Refrain from taking centre stage, speaking for, or explaining how marginalised people should approach equity and equality efforts.

It is also important to remember that not every member of an underinvested group feels oppressed, so do not make assumptions.

### **Do Not take the responsibility of being an ally lightly.**

Recognise as an ally you wield far more power than someone who is outwardly "-ist" or "-ic" because you're "trusted".

Do not forget this.

---

To reiterate this resource has only been possible due to educators and creators from within marginalised and less privileged communities sharing their emotional labour and educational resources. Some of these (but by no means all) are listed below.

---

### **Reading and Further Resources (Podcasts, Films and Social Media Accounts)**

The 'starter for 10' resources are split into collective groups, although it is acknowledged that there are intersections and understand that these groups could be viewed as arbitrary.

This is not a full list of resources and allies must proactively source further learning.

### **Books**

#### **Black, Indigenous and People of Colour:**

Why I'm No Longer Speaking to Black People about Race by Reni Eddo-Lodge

The Good Immigrant by Nikesh Shukla

Me and White Supremacy by Layla F. Saad

How to Be an Antiracist by Ibram X Kendi

White Fragility: Why It's So Hard for White People to Talk about Racism by Robin DiAngelo

Mother Country: Real Stories of the Windrush Children by Charlie Brinkhurst-Cuff  
Natives by Akala  
Beyond The Pale by Vron Ware  
Don't Touch My Hair by Emma Dabiri  
Brit-ish: On Race, Identity and Belonging by Afua Hirsch  
So You Want to Talk About Race by Ijeoma Oluo  
Black and British: A Forgotten History by David Olusoga  
Sway by Pragya Agarwal  
I Will Not Be Erased by Gal-dem

### **Screens**

#### **Black, Indigenous and People of Colour:**

When They See Us  
13<sup>th</sup>  
Time: The Kalief Browder Story  
Amistad  
American Son  
Dear White People  
I Am Not Your Negro  
Selma  
The Hate U Give  
If Beale Street Could Talk  
Just Mercy  
Fruitvale Station  
The Black Panthers  
12 Years a Slave  
Roots

### **Podcasts**

#### **Black, Indigenous and People of Colour:**

- About Race with Reni Eddo-Lodge
- Code Switch
- Say Your Mind
- Pod Save The People
- The Echo Chamber
- Good Ancestor Podcast
- This is Spoke

### **Social Media**

*Please note: Online Educators have clear boundaries on their social media platforms consult these prior to asking educators questions.*

Here are some accounts you can follow on instagram:

#### **Black, Indigenous and People of Colour:**

- [@bameuob](#)
- [@blkivesmatter](#)
- [@colorofchange](#)
- [@theconsciouskid](#)
- [@ibramxk](#)

- [@afuahirsch](#)
- [@novareidofficial](#)
- [@laylafaad](#)
- [@blackvisionscollective](#)
- [@mattmcgorry](#)
- [@the.mirror](#)
- [@makemotherhooddiverse](#)
- [@standforhumanity](#)