** Racism and Anti-racism**

**Racism the Red Card**

Racism is a system of power, which perpetuates prejudice, discrimination and oppression. Lived experience can come from direct and indirect racism whether intentional or unintentional. It impacts people personally, economically, and socially. Racism asserts that groups of people are inferior or superior based on

• Skin colour • Religion • Nationality • Culture

Racism was constructed historically, resulting in structural outcomes of advantage and disadvantage.

\*\* Disclaimer – Racism has been around for hundreds of years. No definition can encapsulate the lived experiences of those that face racism.

**Public Sector Equality Duty**

All public bodies have a requirement to:

* Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
* Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
* Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

**Protected Characteristics- Equality Act**

We must not discriminate due to any of these characteristics.

* Religion & belief
* Sex
* Age
* Pregnancy & maternity
* Gender reassignment
* Marriage & civil partnership
* Sexual orientation
* Disability
* Ethnicity & race

**An Anti-Racist Wales (for reference)**  
**The Race Equality Action plan for Wales**- section 6 Social Care.

<https://www.gov.wales/sites/default/files/consultations/2022-06/race-equality-action-plan-an-anti-racist-wales.pdf>

Social Care Wales are leading with this but there are responsibilities for Local Authorities.

**Language**

* Language is a very powerful method of structuring attitudes.
* Language hugely influences how we perceive ourselves, others and the world around us.
* Words can have tremendous power, and the intention behind their use doesn’t necessarily alter the effect they can have.
* Language shapes perception and contributes to the creation and perpetuation of stereotypes.

**Responsible Communication is the way forward. We must all be responsible for our own communication. We must think before we speak, once something is said, we cannot take the words back, even if they were not intentionally racist.**

**Words that are acceptable**

* Black
* Brown
* White
* Mixed Heritage is preferred to Mixed Race
* Gipsy
* Traveller
* Global majority should be used instead of Ethnic minority
* Ask an individual how they would prefer to be referred to if unsure
* BAME is an acronym that will not be used in the future

**Everyday Racism**

We must take a stand and not display any of these behaviours relating to racism.

**Apathy**- Lack of interest or concern  
**Minimisation**- Downplaying the significance  
**Microaggression**- Disguised, subtle form of discrimination, often done subconsciously  
**Systemic**- Patterns of behaviours, policies and practice within organisational systems that reinforce disadvantage.

**At an organisational level we can-**

* Remove barriers to voices being heard and actually listen
* Communications are they inclusive
* Lead by example, challenge racism where it exists & encourage yourself and others to take regular self-reflection time.
* Embed anti-racism

**At a Personal level we can-**

* Take a step back and reflect on our own values and attitudes
* Be open and willing to admit when we are wrong
* Think before we speak
* Educate ourselves

Lead by example -turn up and challenge racism where and others to take regular self-reflection time.