

Racism and anti-racism toolkit

What is Racism?

Racism is defined as: any attitude, institutional structure, action or social policy that subordinates' persons or groups because of their colour" (Jones 1997). In the wake of the killing of George Floyd in May 2020, the concept of racism has once again entered the headlines. Racism is a daily reality for most people who are non-white in the UK and often manifests in several different ways.

This pack has some resources including books, reports, TV shows and other recommendations to begin to understand the impact race has on many people in the UK. It can also manifest in workplaces and this can be seen in some of the reports highlighted with * and the book and podcasts: Racism at Work.

Non- Fiction

Racism at Work – Binna Kandola
Why I'm no Longer Talking to White People about Race – Reni Eddo Lodge*
British – Afua Hirsch
Black and British – David Olusoga
Natives: Race and Class in the Ruins of Empire – Akala
The Good Immigrant – Nikesh Shukla
Think like a White Man – Dr Boule Whytelaw III /Nels Abey
The Life and Rhymes of Benjamin Zephaniah – Benjamin Zephaniah
My Name is Why – Lemn Sissay
Blacklisted: Black British Culture Explored – Jeffrey Boakye
How to be an anti-racist – Ibram X Kendi
White Fragility: Why It's So Hard for White People to Talk About Racism – Robin DiAngelo
Loud Black Girls: 20 Black Women Writers Ask: What's next – Yomi Adegoke & Elizabeth Uviebinene
The Good Ally – Nova Reid (to be released 2nd Sept 2021)

Fiction

A Small Island – Andrea Levy
Brick Lane – Monica Ali
Queenie – Candice Carty-Williams
Girl, Woman, Other – Bernadine Evaristo
Homegoing – Yaa Gyasi
That Reminds Me – Derek Owusu
How to Love a Jamaican – Alexis Arthurs
Americanah – Chimamanda Ngozi Adichie

Films

Hidden Figures | Belle | 12 Years a Slave | Fences | Moonlight

Documentaries

The Kalief Browder Story | 13th | I am not you Negro | The Unwanted: The Secret Windrush Files
[Black & British: A forgotten history](#) | [Black Nurses: The women who saved the NHS](#) | [The school that tried to end racism](#) | [Take your knee off my neck](#)

Key Government Reports on race in the UK

[The McGregor Smith Review \(2018\)](#)

[The Lammy Review \(2017\)](#)

[The Race Disparity Audit \(2017\)](#)

[The Macpherson Report \(1999\)](#)

[Race and Racism in English Secondary Schools](#)

Podcasts

[Racism at work](#)

[About Race Podcast](#)

[The Black Business Psychology Network Podcast: Episode 7, My Experience of Racism](#)

Reflection

You don't have to read or watch everything on this list, what's important is that you take the information in, think about it.

What to do with some of the information. You can write down your thoughts and reflect on them

- How do you feel about the information you have read watched or listened to?
- How do you feel about racial injustice in general?
- Do you feel that this can manifest in the workplace?
- How diverse do you think the world of psychology is?
- How reflective is your organisation of the wider UK population?
- How can your organisation be more diverse and inclusive internally and in events and seminars it puts on?
- Are there any people from under-represented racial groups who you work with? If so, what job roles do they have; how long have they worked in your organisation? Do you interact or talk to them regularly?
- What are some of the things you can do as an individual and in your organisation to minimise the impact of racism?