

**“WHITE PRIVILEGE,
STRUCTURAL RACISM AND
GETTING COMFORTABLE WITH
THE UNCOMFORTABLE”**

Dee Nambiar, Zerqa Ahmad, Ruth Parton,
Jane Chapman and Elizabeth Tangata

LET'S US

1. Consider how both privilege and structural racism works in practice
2. What has been the Impact of White Fragility on this?
3. Have we often sanitized language and stepped back from using concepts? because they have made some people feel uncomfortable?
4. What could organizations do to change this?
5. What steps could you take to begin to have an impact?



Recap: Group 6



Recap: Group 6

WHAT IS WHITE PRIVILEGE?

“ White privilege has nothing to do whether or not we’re ‘ good’ people.

Privileges are bestowed on us solely because of our race by the institutions with which we interact, not because we deserve them as individuals.”

- Francis Kendall

A black and white photograph of a woman with curly hair, wearing a dark jacket and large hoop earrings, shouting into a megaphone. In the background, other people are visible, some holding signs. One sign in the background has the word "RACISM" written on it. The overall scene suggests a protest or a public demonstration.

STRUCTURAL RACISM- WHAT IS IT?

Structural racism is the overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color.

Example: Stereotypes of people of color as criminals in mainstream movies and media.

Recap: Group 6

Source: <https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

WHITE PRIVILEGE & STRUCTURAL RACISM IN PRACTISE

“ I have the privilege of (generally) having a positive relationship with the police”

UK government statistics also show that between 2018 and 2019, black people were more than nine times as likely to be stopped and searched by police as white people - BBC



Recap: Group 6



White privilege is never being indirectly asked to explain where your skin colour comes from.

Usually formed in the question of 'where are you from, from?'



<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is being able to buy 'nude' plasters and they are your skin tone.





White privilege is not being overlooked for promotion due to your skin colour.



**McGregor Smith review shows Black, Asian and PoC are more likely to be overlooked for promotion than their white counterparts.*



White privilege is not being constantly asked to discuss racism at work, whilst also being censored for your views on racism, because you are the only Black person in your workplace.



<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



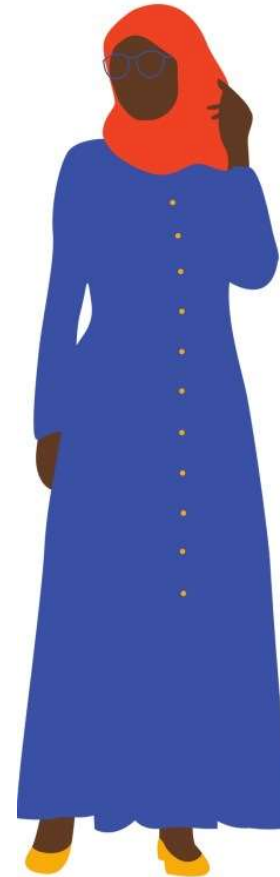
White privilege is going on a night out and not being worried that you won't get in because of the colour of your skin.



<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is having white actors play Black characters, or PoC and it not be an issue. But hints at a Black Ariel, Black Annie or Bond is a worldwide issue.



White privilege is not being considered a risk when it comes to commissioning a programme because people might not watch.

<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is naturally being able to learn about your history, instead of having it confined to one month in the year.

Where your history is part of the curriculum, where you don't have to sign a petition to have your history taught in schools. My history is referred to Black history, whereas white history is just called history.



White privilege is not having to prove you are a British Citizen after living and working in the country for almost 60 years



<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is not being 5 times more likely to die in childbirth in the NHS.

<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is being able to buy your child a doll which looks like them and not having to email the store, pay more or wait until they get more diverse dolls.



White privilege is not being expected to talk on behalf of and represent your entire ethnic group.

<https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>



White privilege is not being told to go back to the country you came from, when you are British.

“White privilege doesn't mean your life has not been hard, it simply means your skin tone isn't one of the things that makes it harder”



WHAT IS WHITE FRAGILITY?







WHAT CAN ORGANISATIONS DO TO CHANGE THIS?

RISE ABOVE RACISM



RISE ABOVE RACISM



R

Recognize

- D&I is a continuous process
- The need for an honest audit of the organization.
- Recognize organizational biases
- Design accountability in org processes and policies

I

Influence

- Visible leadership backing for ED&I matters
- Opportunities for Diverse leaders
- Include staff network in policy design
- Create Allyship and ED&I champions in every work place

S

Safe spaces

- Create race forums that are inclusive and a safe space for discussion and dialogue.
- Talking and listening events

E

Empower & Educate

- Sensitivity training and coaching
- Celebrate diversity (food, fashion, culture, books, music)
- Create opportunities to facilitates change through change projects
- Make resources on diversity available
- Reverse mentoring

WHAT CAN I DO?





WHAT CAN I DO WITH MY WHITE PRIVILEGE?



Educate yourself

Educate yourself on white privilege and be vigilant on how this translates in practice.

Challenge racial injustice

Even when it is uncomfortable, challenging your organization or other power structures against injustice to be more inclusive.

Make Unconscious Conscious

Speak to friends, family and colleague from white background about white privilege. Make the privilege visible.

Be curious

Before using things invented and historically pioneered by PoC, learn the history and avoid cultural appropriation.

Amplify voices

Promise to listen and amplify the voice of People of colour (PoC)

Be an Anti racist

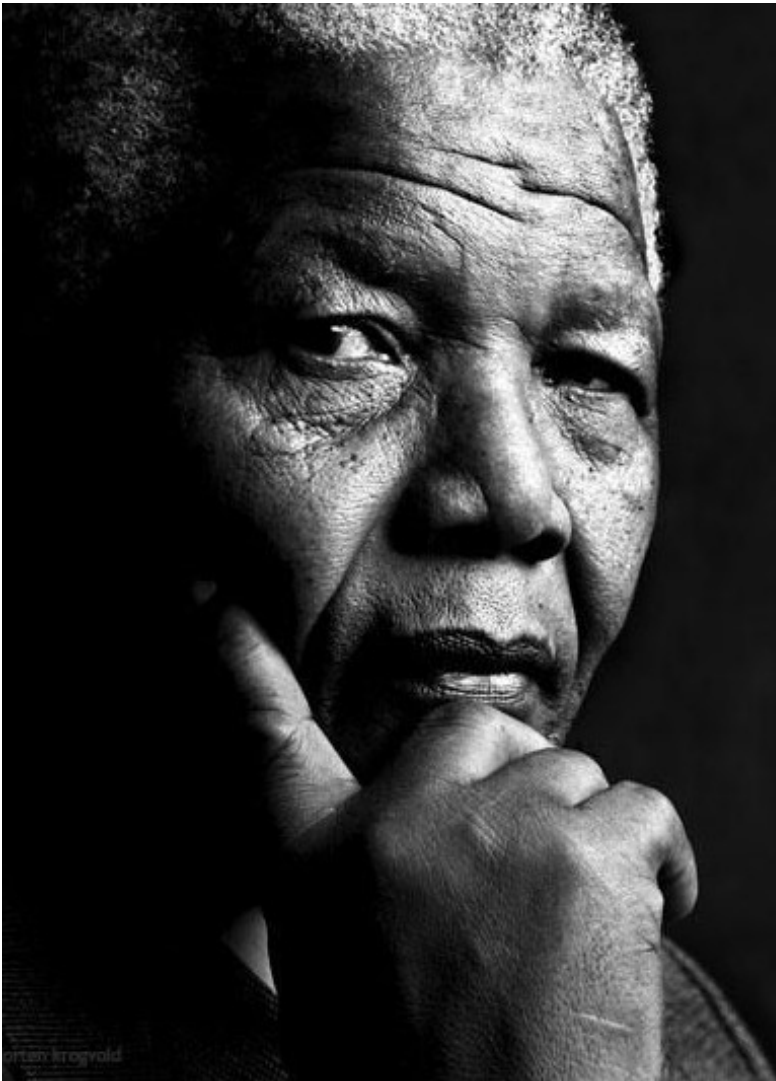
Be more than “not racist” , be an ‘Anti racist’.

Become a Ally

Support and actively design initiatives to promote diversity and work on removing barriers for PoC.

From a place of self love

This is a journey of self love, deep thinking, truth telling and healing. Showing up, resisting check out and having uncomfortable conversation can only happen from a place of self love



“No one is born hating another person because of the color of his skin, or his background, or his religion. People learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

NELSON MANDELA



**REMEMBERING
OUR OWN**



68%

**Of Covid deaths in the NHS of its
own are BAME colleagues**



**WORKING
TOGETHER FOR A
BETTER WORLD**

≡ RESOURCES



- <https://www.medicalnewstoday.com/articles/white-fragility-definition#history>
- <https://www.youtube.com/watch?v=YvIO2GU8yTU>
- <https://www.boujiemedia.co.uk/blogs/what-is-white-privilege/>
- <https://reflections.yale.edu/article/future-race/becoming-trustworthy-white-allies>
- Find more illustration like these on **Stories by Freepik**