



Olmec Anti-Racist Training
Addressing structural racism, white power and privilege, microaggressions, white fragility and allyship in the workplace.

John Mayford, Olmec CEO
Emma Foxall-Chauhan Olmec Associate
Professor Patrick Vernon OBE Olmec Associate
Martha Cuffy Olmec Associate

Welcome



“Ashay”

means "Be with us,"
inviting ancestors to join
the celebration.

Kwanzaa was derived from
Swahili meaning, "the first
roots," Okantah said.



Welcome Housekeeping



1:30 – 2:45 Introductions, session overview, structural racism and white power and privilege

2:45 - 2:55 Break

**2:55 – 4:30 Microaggressions, white fragility, allyship.
Good practice and resources.**

3:35 - 3:45 Break

4:30 End



Introductions and objectives: please introduce yourself and share ...



1. Name/Organisation/Role
2. What do you want from the training today?
3. What is your strongest asset?
4. How do you feel about talking about racism?
5. A ground rule for a healthy, productive and safe working environment



Ground Rules

Working collaboratively

Racism is not a taboo word.

Feeling uncomfortable, guilt or shame is very common in anti-racist work.

If you feel uncomfortable, we encourage you to sit with that feeling. Ask yourself where does it come from?

Fun and interactive

Chatham House Rules

Grounded in reality & pragmatic

Safe Space

Respect for all participants

Each one teach one

Participants are committed and supportive, complete assignments

Accountable to each other

Growth requires pain

Space to change your mindset

Equal Opportunities

Punctuality

Listen to participants without interruption

Hear every voice session not dominated

Work as a group to achieve individual & collective goals

Safe to challenge ideas. It is understood that the idea NOT the person that is being challenged: opinions & decisions are subjective

Acknowledge barriers & challenges & support each other to unpack them

Each one Teach One

Olmec history

- Olmec was founded by Presentation Housing
- Presentation was founded by Black and Asian families clubbing together to buy houses in the 1960s because they were unable to get loans from banks
- Issues of structural disadvantage and racism faced in the 1960s persist in 2021



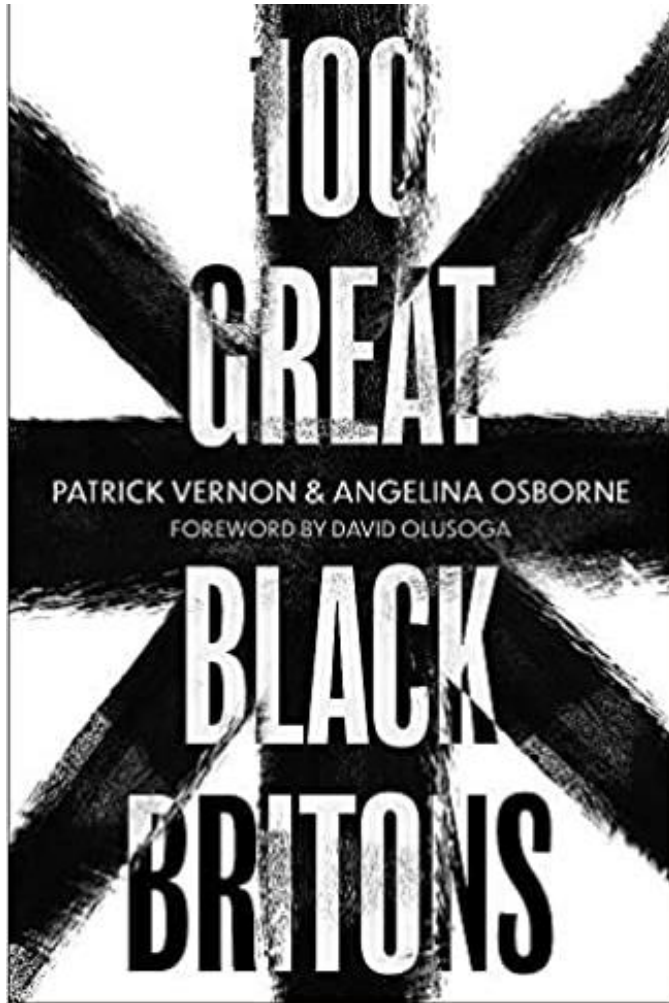
- Race Equality Through Economic & Social Justice
 - A social enterprise:
 - Board of 8 - 100% BME
 - 12 Associates
 - Our team is 90% BME and 50% gender balance
 - Trainers are highly experienced, all current board members with CEO / senior management who draw on lived experience
 - Olmec Chair Dr Omar Khan; secretariat APPG Race & Community, & UN report on UK performance on Race Equality

<http://www.olmec-ec.org.uk/>

Black on Board Trainers

PROFESSOR PATRICK VERNON OBE is a Clore and Winston Churchill Fellow, a fellow at the Imperial War Museum, a fellow of the Royal Historical Society and a former associate fellow for the Department of the History of Medicine at Warwick University. Patrick was awarded an OBE in 2012 for his work in tackling health inequalities for ethnic minority communities in Britain. Since 2010 he has been leading the campaign for Windrush Day and in 2018 kick-started the campaign for an amnesty for the Windrush Generation as part of the Windrush Scandal which led to a government U-turn in immigration policy.





2020. @pvernnon @angburger27 graphics by @mendonsaPen

Black on Board Trainers

Lara Oyedele is board member of Housing 21 and Trustee of homelessness charity Hope Housing. Lara is a social housing commentator and social entrepreneur.

Lara brings to Olmec a 25 career within the social housing sector culminating in 8 years as CEO of a small BME housing association. Lara was founding Chair of BMENational, the collective of BME housing associations in England. She trained as a journalist, has a Masters in Housing from the London School of Economics and is a graduate of Henley Business School.



Black on Board Trainers

Martha Cuffy

Martha is a multi-lingual leadership coach, wellness expert and BME leadership campaigner. She has over 20 years consulting experience of working with large corporations, private companies, international charities and academic institutions. Martha has an MBA and an MA in Yoga Psychology. Martha is a radio presenter for wellness shows, community activist, panel moderator, podcaster, blogger and published writer. She has lived or worked in Europe, Turkey, India, & USA and speaks French and German fluently. She is founding President Dominica Wellness Association.



She co-developed and was one of the main deliverers of Inspiring Black and Asian Leaders Programme in partnership with Windsor Leadership in Sept 2017.

Black on Board Trainers

Emma Foxall – Chauhan

Emma has 10 years of experience in equality, diversity and inclusion, specialising in the areas of race equality, sexual orientation and gender identity. She has worked in this space as a consultant, employee, trustee and volunteer. Emma was one of the founding trustees of Olmec as an independent social enterprise in 2010.

She has worked in the private, public and third sectors including managing the largest corporate partnership in the UK at Tesco and working as a consultant for NHS England. Emma has an MPhil from Cambridge University and a 1st class joint honours BA degree from the University of Birmingham. She is currently training to become a counsellor.



This session

Aims

An anti racist masterclass that delivers competency in addressing structural racism, white power and privilege, microaggressions, white fragility and performative allyship in the workplace.

Objectives


Learners will increase their knowledge of:

- Insight into the issues of structural racism and white power and privilege
- Understanding of microaggressions and their impacts
- Understanding of white fragility and its impacts
- Performative (bad) allyship and its impacts
- Good allyship and its impact
- Race equality good practice
- Access to resources and tools for organisational development
- Opportunity to ask questions in a safe environment
- Race data sets in the UK

Discussion



What does structural racism mean?
What does white and privilege?
Is it controversial?
What is race equality good practice?



Discussion



Mentimeter structural racism & white power and privilege exercise





Is structural racism present in the UK?

Lets look at the evidence

Reni Eddo-Lodge wrote in her seminal book 'Why I know longer Talk to White People about Race', "Structural racism is never a case of innocent and pure people of colour versus evil white people intent on evil and malice. Rather it is how Britain's relationship with race distorts and infects equal opportunity"



Why Black on Board Matters

BME communities face disadvantage in the education system, housing, employment, mental health services, health & are over-represented in prison and underrepresented on boards.

**Documented in data sets Race
Disparity Audit**



Why Black on Board Matters

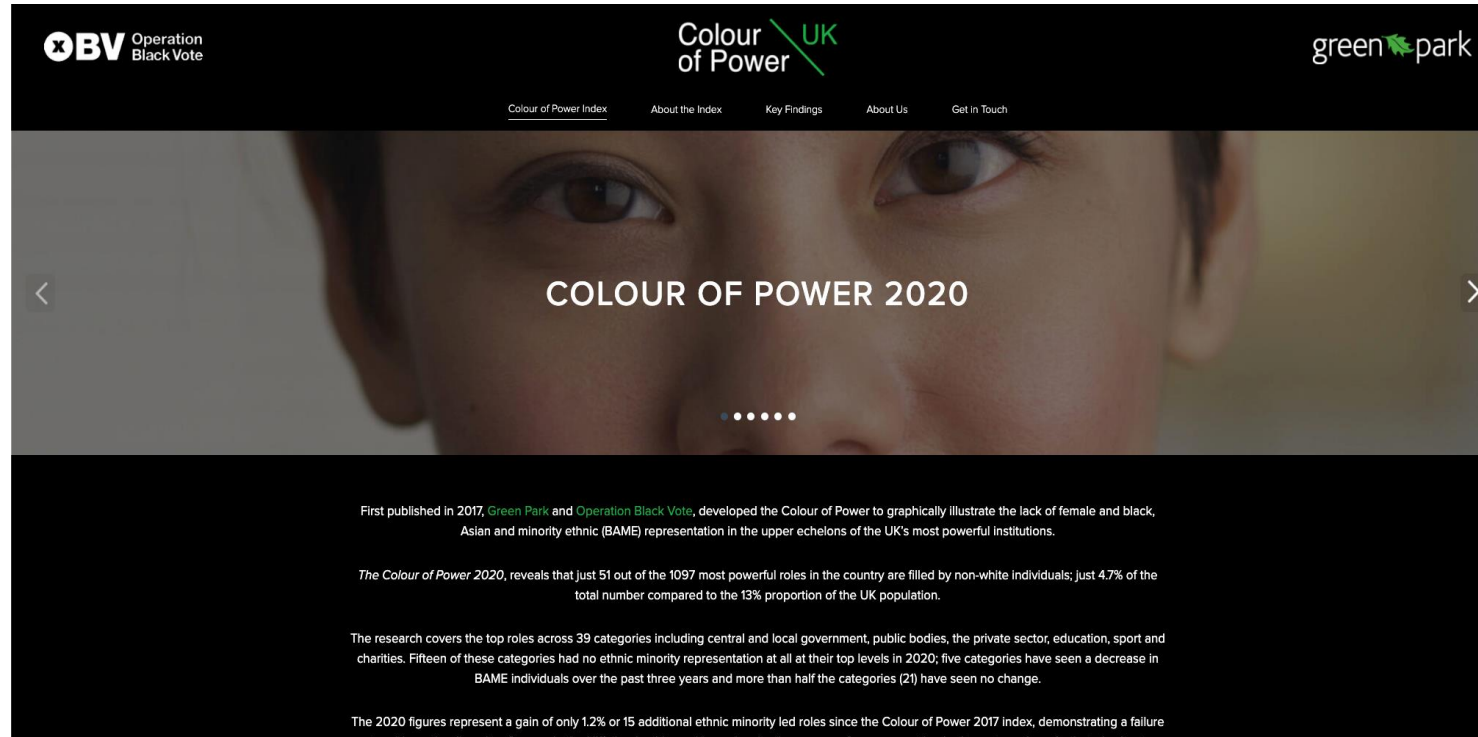
2019 AVCEO REPORT ON THE CHARITY SECTOR

- Acknowledge there is a problem with racial diversity in the charity sector
- Learn about racial bias and how it impacts leadership decisions.
- Commit to setting permanent and minimum targets for diversity
- Commit to action and invest resources
- View staff as the sum of many parts rather than a single entity
- Recruit for potential, not perfection.
- Value lived experience to bring insights to an organisation



Black on Board Matters because

diversity on boards is important



[https://thecolourofpower.com/
Colour of Power Index · The Colour of Power](https://thecolourofpower.com/Colour of Power Index · The Colour of Power)

Why Black on Board Matters



McGregor Report 2017

If race discrimination in employment was stamped out, it would be worth 24 Billion to the UK economy.




Why Black on Board Matters



2016

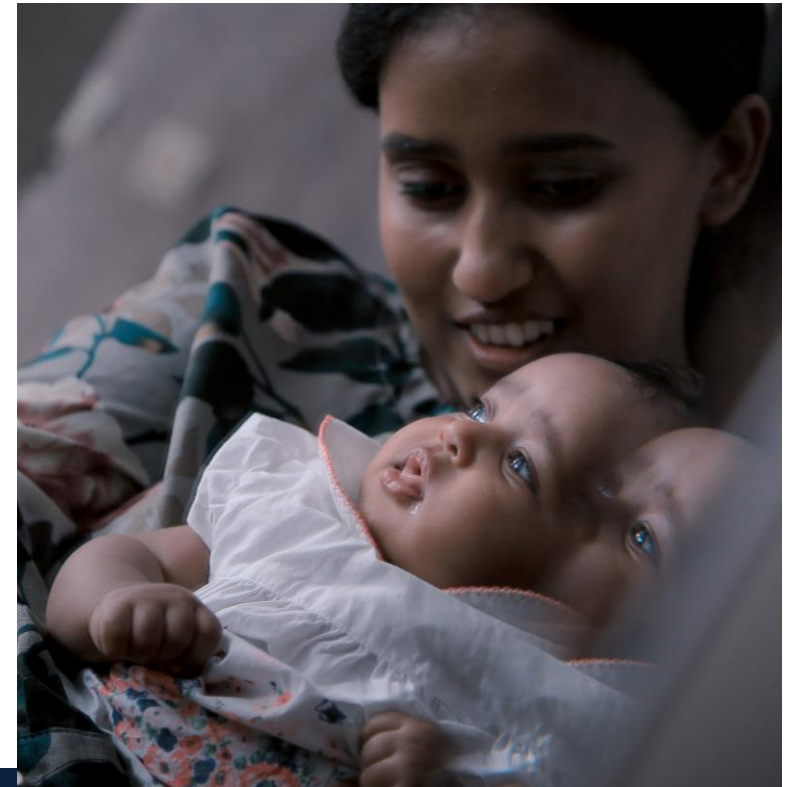
Parker Review

While 14% of the population identify as black and minority ethnic, **only 1.5% of directors in FTSE100 boardrooms are UK citizens from a minority background.** More than half of the FTSE 100 Boards are exclusively white.



Why Black on Board Matters: **Diversity in the UK**

- London - 300 languages
- New York - 200 languages
- 1 in 3 Londoners born outside the UK
- Over 44% of London BME (black and minority ethnic)
- 14% of the UK's population are people of colour
- Projected to be 20% by 2051





HAVE A BREAK

(10-minute break)



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Microaggressions



What is a microaggression?

A microaggression is a statement, action (or inaction) or incident of discrimination against a marginalised community. Microaggressions are:

- Unintentional
- Occur due to underlying biases, prejudices and unacknowledged privilege
- Based on the above and lack of understanding of the issues, rather than malicious intent



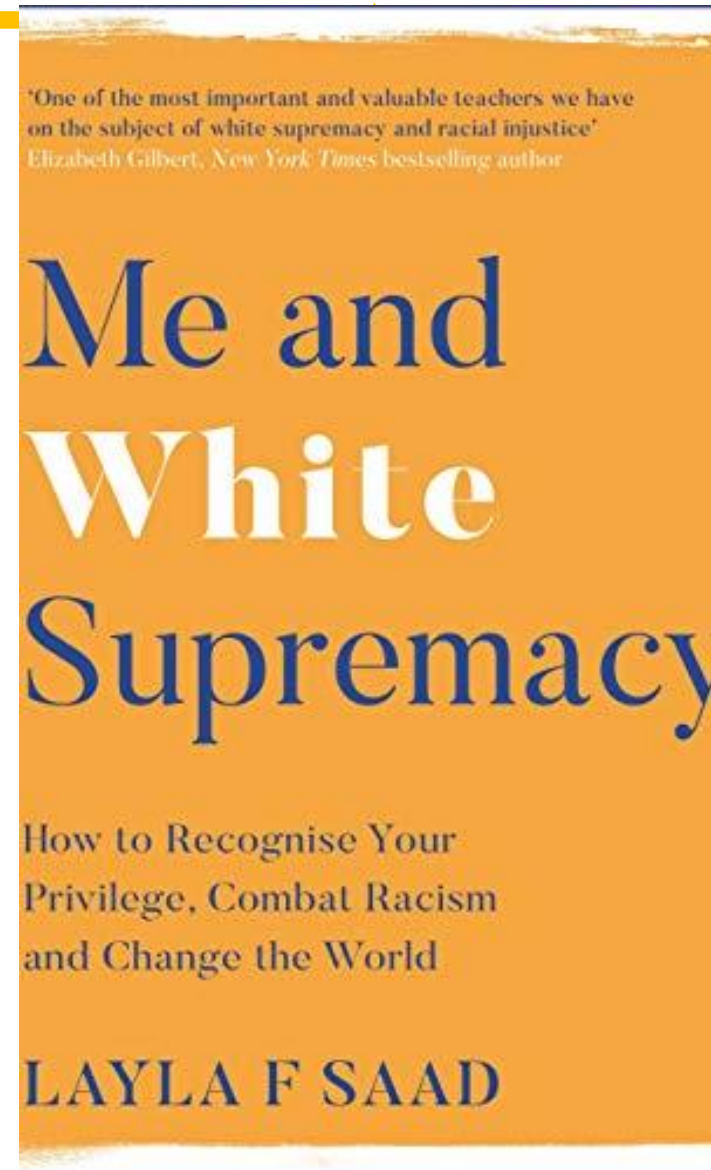
White fragility



“In essence, white fragility looks like a white person taking the position of victim when it is in fact that white person who has committed or participated in acts of racial harm.”

Layla F Saad

***Me and White Supremacy* pp. 43**



INTERNATIONAL BESTSELLER

WHITE FRAGILITY

WHY IT'S SO HARD

FOR WHITE PEOPLE TO
TALK ABOUT RACISM

ROBIN DIANGELO

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What is white fragility?

- A white person becomes angry, defensive, hostile, offended or upset when faced with the idea that they are complicit in structural racism
- It is particularly directed towards white liberals, who see themselves as good people and therefore incapable of racism
- Based on the fundamental misconception that racism is an **intentional** act by bad people intended to harm, rather than a systemic problem comprised of often unintentional acts of discrimination.
- <https://www.youtube.com/watch?v=q30NI9FP-uM>

THE
FORE

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The Guardian
For 200 years

News Opinion Sport Culture Lifestyle

**Opinion**

How white women use
strategic tears to silence
women of colour

Ruby Hamad

How does white fragility show up?

- A white person getting upset, angry and/or defensive in conversations about race
- Gaslighting
- Tone policing
- White silence

<https://www.theguardian.com/commentisfree/2018/may/08/how-white-women-use-strategic-tears-to-avoid-accountability>





HAVE A BREAK

(10-minute break)



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Allyship






What is allyship?

Allyship is the antidote to white fragility.

Allies put their belief in equality into action by standing up/fighting for equality of a marginalised community that they are not part of.





“Allyship is what you do, not what you believe. Allyship is speaking up, standing up; it’s joining the fight and struggle to achieve equality for all...[it is] about listening to voices that too often go unheard and seeking to uplift and amplify them and their messages.

Your job is to push past comfort and politeness and challenge the structures and norms that we’ve all grown up taking for granting, and be a part of creating the society you want to live in.

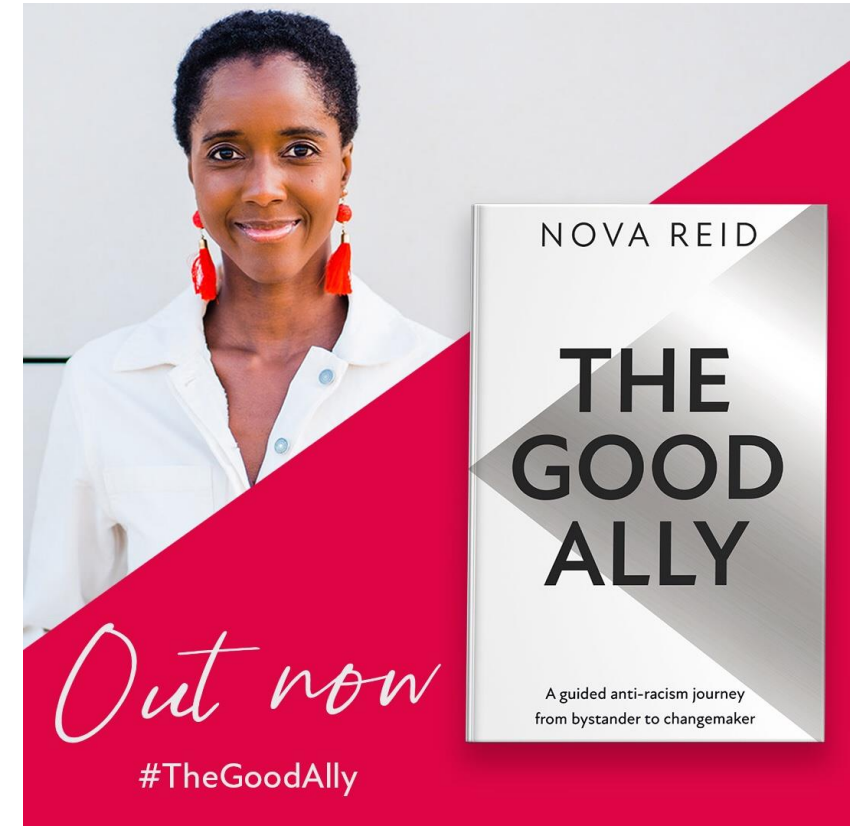
Even when it’s difficult. Especially when it’s difficult.”

**Anti Racist Ally: an introduction to action and activism
by Sophie Williams, P.29**



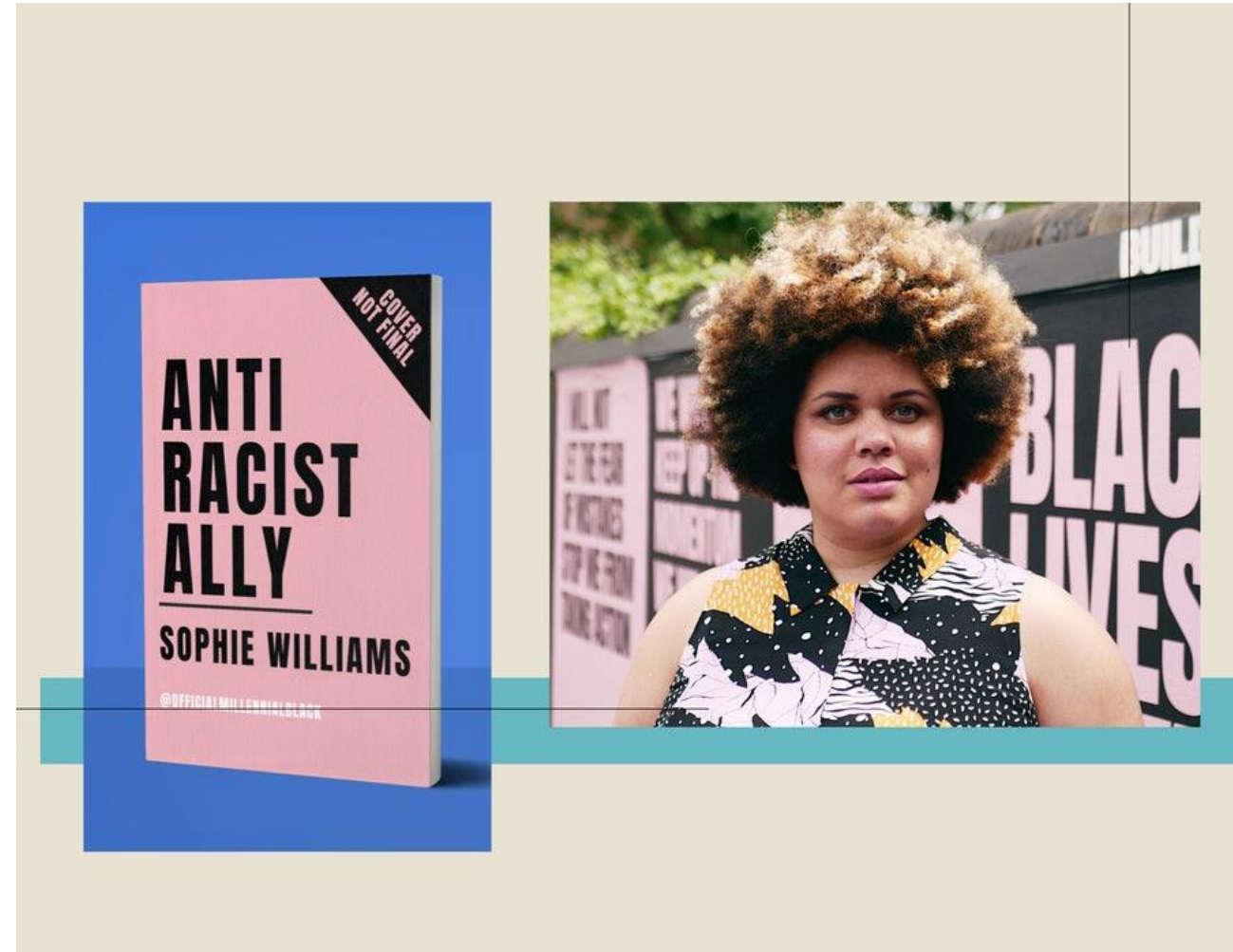
Allyship – what good looks like

- Acknowledge your privilege
- Listen
- Educate yourself
- Speak up and challenge discrimination when you see it
- Keep the conversation going



Allyship cont...

- Intent vs impact – understand the difference
- Apologise when you get it wrong
- Don't offload your guilt or shame onto your friends/relations of colour
- Donate, take action, lead changes at work, at your children's school or wherever you have influence



Allyship – what bad looks like

- White saviour
- Performative allyship
- Speaking over people of colour in conversations about race
- Whitesplaining
- Expressing sympathy, shock, “I can’t believe it” etc and doing nothing more.



Race

No more white saviours, thanks: how to be a true anti-racist ally

In order for true diversity to flourish, we need to first become unwaveringly anti-racist. That means doing more than watching a few documentaries or reading some books, says Nova Reid. Consciously 'unlearning' racism is the crucial first step

Nova Reid

Race equality good practice examples

Growth mindset, embracing constant change and challenge

Culture (Eats Strategy For Breakfast)

A race equality strategy

Operational targets and measurements

Race audit

Intersectionality

Narrative with staff, stakeholders and community

Boards, senior management staff and culture reflecting our communities

Positive, healthy and safe working environments



Personal Development Assignment & Self Reflection

1. What have you learnt today ?
2. What can you do to make change?
3. Make an anti racist pledge.



Resources



Peer Review References and further reading

Parker Review

The [Race Disparity Audit](#), [The Stephen Lawrence Inquiry \(Macpherson\) Report](#), the [McGregor-Smith Review](#), The 2017 [Independent review of deaths and serious incidents in police custody](#) by Dame Elish Angiolini QC

“We agree with [Martin Luther King’s daughter](#) and many other [civil rights leaders](#) that the term and aims of Black Lives Matter align with the civil rights struggle that provides the context of origin of Olmec, and informed the development of our charitable objects, vision and mission.”

[Akala Great Reads YouTube](#)

[I Can't Breathe...Dawn Butler MP Structural and systemic racism can exist without individual acts of racism and it is literally killing us. #BLMUK #COVID19 #BlackLivesMatter](#)

[Layla F. Saad – Me and White Supremacy](#)

[Reni Eddo-Lodge – Why I'm No Longer Talking To White People About Race](#)

[David Olusoga – Black and British: A forgotten History](#)

[Akala – Native the ruins of Empire](#)

[Afua Hirsch – Brit\(ish\) Afua Hirsch \(@afuahirsch\) · Twitter](#)

[Robin DiAngelo – White Fragility](#)

[Ibram X Kendi – How to Be an Antiracist](#)



I Know Why The Caged Bird Sings by Maya Angelou

The Vanishing Half by Brit Bennett

Girl, Woman, Other by Bernardine Evaristo

[‘The racist legacies of the past are woven into the fabric of our present’ by Tamsin Ssembajjo Quigley](#)

[Letter from Birmingham Jail by Martin Luther King Jr.](#)

Slay In Your Lane: The Black Girl Bible by Yomi Adegoke and Elizabeth Uviebinené

[Many of these are also available as audiobooks; an abridged version of Evaristo’s Girl, Woman, Other is currently free to listen to on BBC Sounds.](#)

13th (2016) is a documentary about racial injustice and hypocrisy in the American prison system



[The Good Immigrant – book anthology edited by Nikesh Shukla Nikesh Shukla \(@nikeshshukla\) · Twitter](#)

[Equal Justice Initiative \(@eji_org\) · Twitter](#)

[Rachel Cargle – https://www.instagram.com/rachel.cargle](https://www.instagram.com/rachel.cargle)

[Rachel Ricketts – https://www.rachelricketts.com/resources](https://www.rachelricketts.com/resources)

[Jen Winston – https://www.instagram.com/jenerous/](https://www.instagram.com/jenerous/)

[Liz Plank – https://www.instagram.com/feministabulous/](https://www.instagram.com/feministabulous/)

[The Other Box – https://www.instagram.com/_theotherbox](https://www.instagram.com/_theotherbox)

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

Race Disparity Audit [Race Disparity Audit - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/91234/race-disparity-audit-ethnicity-datasets.pdf)
Office ethnicity datasets

Summary findings from Cabinet

Runnymede Trust The UK's leading Race Equality Think Tank <https://www.runnymedetrust.org/>

Most recent publications

- [England Civil Society Submission to the United Nations Committee on the Elimination of Racial Discrimination \(CERD\) \(2021\)](#)
- [Lit in Colour \(2021\)](#)
- [Pushed to the Margins: a Quantitative Analysis of Gentrification in London in the 2010s \(2021\)](#)
- [Facts Don't Lie: One Working Class, Race, Class and Inequalities \(2021\)](#)
- [Overexposed and Under-protected: the Devastating Impact of Covid19 on Black and Ethnic Minority Communities \(2020\)](#)
- [Beyond Banglatown: Continuity, change and new urban economies in Brick Lane \(2020\)](#)
- [Immigration and the Lottery of Belonging in Britain \(2020\)](#)
- [Race and Racism in English Secondary Schools \(2020\)](#)
- [Ethnicity, Race and Inequality: State of the Nation \(2020\)](#)

Race at Work Charter

LET'S END RACISM AT WORK

www.bitc.org.uk



The 9 WRES indicators



Indicator 1 <ul style="list-style-type: none">• Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce	Indicator 2 <ul style="list-style-type: none">• Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts	Indicator 3 <ul style="list-style-type: none">• Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process	Indicator 4 <ul style="list-style-type: none">• Relative likelihood of BME staff accessing non mandatory training and CPD as compared to white staff	
Indicator 5 <ul style="list-style-type: none">• KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Indicator 6 <ul style="list-style-type: none">• KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Indicator 7 <ul style="list-style-type: none">• KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	Indicator 8 <ul style="list-style-type: none">• Q17. Percentage of staff experiencing harassment, bullying or abuse from manager/team leader or colleague	Indicator 9 <ul style="list-style-type: none">• Percentage difference between the organisations' Board membership and its overall workforce

www.england.nhs.uk 8



The framework helps local councils to meet their obligations under the Equality Act 2010 including the Public Sector Equality Duties (PSED)

The Equality Framework for Local Government (EFLG) has four improvement modules:

1. Understanding and Working with your Communities
2. Leadership and Organisational Commitment
3. Responsive Services and Customer Care
4. Diverse and Engaged Workforce

In addition, it has three levels of achievement, namely:

1. 'Developing'
2. 'Achieving'
3. 'Excellent'.



Local Government Association www.local.gov.uk
[Equality, diversity and inclusion hub | Local Government Association](#)

Business in The Community [BITC - Business in the Community](#)

Equality and Human Rights Commission [Home Page | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)



