

## BME DISCUSSION

- **Definitions:**
  - **Systemic Racism:** includes the policies and practices entrenched in structures of power, which result in the marginalisation of designated groups (e.g. criminal justice system, education, employment, healthcare, politics).
  - **Institutional racism:** Coined in 1967 by Stokely Carmichael and Charles Hamilton to describe racism which "originates in the operation of established and respected forces in the society." Defined in the 1999 Lawrence Report as "processes, attitudes, and behaviour that amount to prejudice" which are normalised within an organisation (in the case of the Lawrence Report specifically, the Met Police).
  - **Structural racism:** Similar to institutional racism, the term "structural racism" describes inequalities rooted in the macro-level, systems-wide operation of a society — encompassing its institutions, ideologies, and processes — which marginalises and normalises discrimination against particular groups.
  - **Individual Racism** refers to an individual's racist assumptions, beliefs or behaviours and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice". It is connected to and learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism, both institutional and structural.
- **UK Statistics:**
  - ⅔ of black Britons have had a racial slur directly used against them or had people make assumptions about their behaviour based on their race.
  - More than half of black, Asian, and other minority ethnic groups say their career development has been affected because of their race, or that they have had people make assumptions about their skills based on their race.
  - People of African and Caribbean descent were twice as likely to die under police custody, either due to use of excessive force or because of inadequate access to healthcare.
- **Cambridge Statistics:**
  - 52% of BME students reported having been affected by racial prejudice.
  - Only 20% are confident in the University when seeking help on personal issues. (There is not yet a culture in which BME students feel comfortable and safe to speak out about issues surrounding racism. Part of the reason why these workshops are so important.)
  - 20% of students who have experienced racial harassment have been physically attacked
  - 5% of these students said that racial harassment had caused them to leave their studies

### REFLECTION POINT

What does "calling out racism" mean to you? What strategies have you used, or have not used, but think would be effective? Why may you not challenge someone?

- Challenge the point, not the person - draw attention to what they have SAID or DONE, rather than attacking them for who they are. This way, they might be more receptive to your points instead of getting defensive.
- Explain "That comment came across as racist because x, y & z' instead of "You're racist because x,y & z."

## RESOURCES

- **Resources in college**
  - Porter's Lodge (01223 334900)
  - College Nurse
  - Tutor/Senior Tutor
  - Male/Female Welfare Officers
  - BAME Officer
  - LGBT+ Officer
- **Resources in the university**
  - [Student Unions' Advice Service \(SUAS\)](#)
  - Nightline - open between 7am and 7am, 01222374444
  - [University Counselling Service \(UCS\)](#)
  - Sexual Assault and Harassment Advisor (SAHA), Amy O'Leary (more info on handout)
  - Office for Student Conduct, Complaints and Appeals (OSCCA)
  - [CUSU BME Campaign](#)
  - [FLY Cambridge](#)
  - [FUSE Cambridge](#)
  - [Cambridge ACS](#)
  - [third space](#)
  - [King's Traces of Empire](#)
- **In Cambridge**
  - Your GP (incoming Fresher's need to register)
  - Addenbrooke's A&E
  - Lime Tree Clinic
  - Cambridge Rape Crisis Centre (women only)
  - Broken Rainbow (LGBT+ only)
  - Samaritans

### **BBC iplayer:**

- Windrush Scandal
  - Sitting in Limbo 2020: <https://www.bbc.co.uk/iplayer/episode/p08g29ff/sitting-in-limbo>
- Murder of Anthony Walker
  - Anthony 2020: <https://www.bbc.co.uk/iplayer/episode/m000lb9c/anthony>

### **Books:**

- **White Fragility: Why It's So Hard for White People to Talk About Racism** by Robin DiAngelo
- **Taking up Space** by Chelsea Kwakye and Ore Ogunbiyi
- **Why I'm No Longer Talking to White People About Race** - by Reni Eddo-Lodge 2018
- **Natives: Race and Class in the Ruins of Empire** - by Akala 2019
- **How to Be an Antiracist** - by Ibram X. Kendi 2019
- **Inglorious Empire: What the British Did to India** by Shashi Tharoor 2017
- **The Cross and The Lynching Tree** - by James H Cone 2013