Expect Respect – racism

(Anti-)Racism, Xenophobia and White Privilege

This section provides an overview discussion on topics of racism and xenophobia. Throughout, we review the meaning of racism and how to recognize it. Microaggressions and structural racism, white privilege and whiteness, and bias as well as other starting methods as combat these forms of oppression with anti-racism action. There is also information provided on help and support available at Kent for anyone affected by racism.

Trigger warning. This section contains material on racism and harassment which may be triggering or upsetting. For further support and advice, please refer to the resources listed in the relevant section Reporting, Help and Support.

What is Racism?

White supremacy
• Microaggressions
• Structural Racism & White Privilege
• White Privilege
• Xenophobia vs. Racism

What is Racism?

Earlier in the module, we discussed how the 2010 Equality Act legally defined ‘race’ and race-based discrimination. But race and racism are also operative within a social dimension. Though often connected with bodily phenotypical expressiveness—such as skin, eye colour and hair texture—significant meaning of one’s race is also fluid and socially contextual affected by factors such as current events, geography, language, and culture.

Likewise, racism as a term is commonly used to describe a dynamic and complex form of discrimination. Simplified, racism can be described as the marginalisation, oppression of and/or violence perpetrated against people of colour based on a socially constructed racial hierarchy, that privileges white people. Racism can be overt, enacted through violence expressed in physical harm or verbal abuse such as with white supremacy.

White supremacy denotes an extremist ideology in which one believes that white people are inherently genetically or culturally superior to non-white people. Historically, global enforcements of white supremacist ideology justified events like colonization and have manifested as segregationist institutions such as Jim Crow in the United States, and Apartheid in South Africa.

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.
Race is a biological fact.

True  False

You got 0 of 1 points

Correct! While often based on phenotypical features like skin color, there are no biological distinctions that separate categorical races.
Microaggressions

Microaggressions are small, frequent and often unconscious acts that leave marginalized groups feeling uncomfortable or insulted. They are more than just insults, insensitive comments or behavior. They are the kinds of remarks, questions or actions that are painful because they have to do with a person’s membership in a group that’s discriminated against or subject to stereotype. A key part of what makes them so disconcerting is that they happen casually, frequently and often without any harm intended in everyday life. They can affect any marginalized group and can also be intersectional.

Everyday acts of racialized microaggressions silence and demean minority ethnic people and reinforces the inequalities they face. This bears negative impact on daily life that is hard to challenge. For example, constantly being asked “Where are you from?” undermines people’s sense of identity and belonging, impacting their confidence, wellbeing, and mental health.

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There are now 8 examples with cards.

The remark suggests that they assumed that the person in question would be less articulate and are surprised to find out that they aren’t. It is a problem particularly experienced by African-British in the workplace or school. White dominated societies tend to assume that Black people are less competent.

What to do instead: Say nothing. You can commend people on specific ideas or insights but commenting on how people speak is unnecessary.
Calling someone the wrong name.

If someone is an underrepresented minority, and there is one other person of a similar identity in the room, there is a chance that the majority group will confuse their names, implying that they are interchangeable.

What to do instead: Learn your classmates names and use them correctly.
"Where are you actually from?"

Asking someone about their ethnic heritage on the surface appears to be just a way to get to know someone. However, it can imply that a person isn’t really British or doesn’t truly belong in their country just because of their appearance. It also assumes that being a person of colour cannot be synonymous with being British.

**What to do instead:** Ask yourself, why do I want to know? If the person wants to discuss their identity, they can bring it up at their own discretion.
"Your name is so hard to pronounce."

This remark suggests that the person in question does not fit in culturally or linguistically and that their identity is not worth taking the time to learn about.

What to do instead: Ask for clarification on how to pronounce someone’s name and make sure you get it right before you finish the conversation. Don’t point out that it is foreign or unfamiliar to you.
Receiving comments about one’s natural hair is a frequent struggle for African-British women in particular. For Black women, the bias against natural hair results in higher levels of anxiety about their appearance. One in five Black women feel socially pressured to straighten their hair, especially for a professional environment, which is twice the rate for white women.

What to do instead: Say nothing. Do not ask to touch the hair. Never question if a person’s hair is appropriate for a situation.
"Some of my best friends are Black!"

This perpetuates the myth that proximity to blackness immunises white people from doing racist things or having attitudes that are rooted in racism. This also is a common response from someone who is uncomfortable talking about and acknowledging the existence of racism, and instead deflects the conversation in a defensive manner back onto themselves, effectively shutting down the conversation instead of isolating, learning and offering support.

**What to do instead:** If someone is talking about racism in a way that makes you want to defend yourself, instead take the opportunity to listen, learn and reflect. Don’t assume that it is a personal attack on you, but rather a conversation about the deeper embedded issues in society that you have the power to help change.
"Why do you wear that?"

Those who are Jewish, Sikh, Muslim or any other religion and choose to wear religious head coverings may be subjected to regular curious questions about why they wear them. In reality that one person is not, and should not be expected to act as, a representative of their entire religion.

What to do instead: Do not abruptly ask intrusive or confronting questions, expecting for one person to be the ‘ambassador’ for a culture. First consider self-researching more about a religion or culture from a reputable source. Many organisations happily volunteer information. Don’t stare, don’t judge, don’t antagonise.
This is a failure to acknowledge that racial differences exist, and that race has a direct impact upon a person’s lived experiences and access to societal privileges. By denying that you see colour, you deny that anyone can have a different lived experience to you. The ability to deny colour is in and of itself a privilege. Not seeing colour is a tacit admission that we live in a society that treats people of colour differently and the solution to overcoming prejudice is to close your eyes and feign blindness. Being willing to see colour and to talk about what it means, can broaden your horizons on race.

What to do instead: Acknowledge and see colour and still treat people with dignity and respect.
This is the video:

https://www.youtube.com/watch?v=0eIJaShPzco
White Privilege

For many hundreds of years, white British society has enjoyed a position of economic, social, and political power over non-white people in Britain and across the world through empire and colonialism and their after-effects. Although people often know little about this history, the social attitudes that developed over this time are still present in our society. This is known as "white ideology," or sometimes as "white supremacy." The advantages that this still brings to white majority ethnic people are known as "white privilege."

White privilege refers to a two-fold global, systemic process. On the one hand, the term is used to denote the undue societal benefits one receives due to their race recognized as "white." Another way to consider white privilege, however, is how a person is not socially inexperience or negatively targeted because their race is recognized as white. Those with white privilege do not face the systematic marginalisation or oppression often experienced by people of colour based on a socially constructed racial hierarchy that otherwise privileges people who identify as white.

White ideology, however, does not only affect white majority ethnic groups. Whiteness is not just about skin colour. Non-white groups can also be influenced by white ideology, reflecting it in their own attitudes and behaviours in order to benefit from some of the power it brings or reduce the risk of being discriminated against. This would include, for instance, people being afraid to talk about racism for fear of offending their white friends. Those who speak out are often judged to have gone against the "normal" (i.e. white ideological) view that racism is uncommon and mostly about personal prejudice. Disrupting that view makes people who subscribe to it uncomfortable. Black and minority ethnic people therefore often put their white friends' feelings of sensitivity about race above their own need to address the racism they face.

When you have completed this section, please use the above authors at the bottom of the screen to progress.

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Select all examples of White Privilege experienced in the UK

- I can go shopping without being followed or harassed.
- I can guarantee I will learn about my race in school.
- I can turn on the television, watch a film or open a magazine and see people who overwhelmingly represent my race.
- I can easily find food in a supermarket that fit in with my cultural traditions without having to go to specialist shelves or stores.
- I can be pretty sure that if I ask to speak to 'the person in charge' I will be speaking to a member of my own race.
- I can do well in a challenging situation without being called a credit to my race.
- I can be pretty sure my neighbours will be neutral or pleasant to me.
- I can swear or dress in second-hand clothes, without having people attribute these choices to the bad morals, the poverty or the literacy of my race.
- I am never asked to speak for or represent my race as a whole.
You have to select all 13 to get 13/13 and a gold star, and finish the quiz.
This is the video:

https://www.youtube.com/watch?v=4Aicki4a4ul
Bias

Bias is a prejudice in favour of or against one thing, person, or group compared with another, usually in a way that’s considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well-documented, biases may exist toward any social group. One’s age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

- Conscious Bias

- Unconscious Bias

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

- Conscious Bias

Also known as explicit bias, conscious bias is its extreme characterized by overt negative behaviour that can be expressed through physical and verbal harassment or through more subtle means such as exclusion. When we are consciously biased, we are basing our actions on intentional thought and we know we are being biased towards a particular group or person.

- Unconscious Bias

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.
Conscious Bias

Unconscious Bias

Also known as implicit bias, unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone, regardless of their own identity, holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organise social worlds by categorising. The only way to challenge your own unconscious biases is to self-reflect and begin to understand what they are.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one’s conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.
Preliminary Information

On the next page you'll be asked to select an Implicit Association Test (IAT) from a list of possible topics. We will also ask you (optionally) to report your attitudes or beliefs about these topics and provide some information about yourself.

We ask these questions because the IAT can be more valuable if you also describe your own self-understanding of the attitude or stereotype that the IAT measures. We would also like to compare differences between people and groups.

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Important disclaimer: In reporting to you results of any IAT test that you take, we will mention possible interpretations that have a basis in research done (at the University of Washington, University of Virginia, Harvard University, and Yale University) with these tests. However, these Universities, as well as the individual researchers who have contributed to this site, make no claim for the validity of these suggested interpretations.

https://implicit.harvard.edu/implicit/takeatest.html
Non-Racism vs. Anti-Racism

There is a big difference between being non-racist and anti-racist. Being non-racist is, of course, a good thing to be. However, you can take it further if you want to make an actual difference to society, and to your friends and family, and work towards becoming actively anti-racist.

Action is the key difference between being non-racist and anti-racist. This short BBC Bitesize video by John Armonwch explores the difference between being non-racist and anti-racist.

If you are interested in further deepening your understanding and awareness on how to become actively anti-racist, then you will want to undertake Santander's online learning course.

This 6 hour optional modular course is free, fully accessible, and aims to challenge racial myths and barriers in Britain through the lens of Black cultures and develop your commitment to fighting change.

The course can be split into starter modules that you can dip in and out of, and you have a full term to complete it so if you register in October you have until the beginning of December to finish, if you register in January you have until Easter and so on.

You can enrol at any time, and you will also be offered the chance to be awarded one of 50 Santander scholarships.

Once you have enrolled, your course link should be sent to you within 24 hours.

For more information and to enroll please follow the link

https://www.bbc.co.uk/bitesize/articles/zs9n2v4

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

- Understand the definition of racist

  Conversations about racism often suffer when participants can’t define the meaning of the word.

  **Action to take today:** Know that racism is about actions and inaction and is not always linked to hate.

  - Stop saying "I’m not racist"
  
  - Identify racial inequalities and disparities
  
  - Confront the racist ideas you’ve held or continue to hold
  
  - Understand how your antiracism needs to be intersectional
  
  - Champion antiracist ideas and policies
Stop saying "I'm not racist"

Identify racial inequalities and disparities

Racism yields racial inequities and disparities in every sector of private and public life, including politics, health care, criminal justice, education, income, employment and home ownership. Being anti-racist means learning about and identifying inequities and disparities that give any racial group but in particular white people, material advantages over people of colour.

A racist analysis would attribute poor or worse outcomes for people of colour to the group's behaviour or characteristics. An anti-racist analysis would make it clear that the problem is not the group, but the policies and built in systems that put racial groups at a distinct disadvantage, and then look out opportunities to change or challenge it.

Action to take today: you may be in a position where you can influence policies in a workplace, school or other institution, or have the ability to write to your local political representatives over issues local to you. At the very least, you have the ability to speak up about the experiences you and your fellow students have at Kent. If you see something that feels as though it may be negatively impacting the experiences of Black or racially marginalised people, take the time to bring it to the attention of the people who can do something about it, and then follow up on any action that is or is not taken.

Confront the racist ideas you’ve held or continue to hold

Identify racial inequalities and disparities

Confront the racist ideas you’ve held or continue to hold

Once you have begun identifying racial disparities, examine whether your own views, beliefs or voting patterns have been biased, or argued for the justification of racial inequality. Understand that it is possible for you to hold racist ideas without realising that you are biased. Recognise that this is a painful process, but a necessary one for growth. The more you confront your own personal discomfort with this reality, the more you understand that you may not yet have the language or skills to talk meaningfully about racism.

Action to take today: if you don’t know if your beliefs or views are racist, listen to frontline racial justice advocates, activists and organisations. Read articles and magazines, listen to podcasts and follow social media accounts. Let that listening prompt deeper reflection about why you have believed certain ideas.

Understand how your antiracism needs to be intersectional

Champion antiracist ideas and policies
Identify racial inequalities and disparities

Confront the racist ideas you’ve held or continue to hold

Understand how your antiracism needs to be intersectional

Action to take today: when applying your learning, consider how it impacts gay people, or women for example. Is the experience of a trans Black woman different from that of a trans White woman? Is the experience of a feminist Black trans woman different again? What are the reasons for this and how can they be challenged?

Champion antiracist ideas and policies

One cannot strive to be anti-racist without action.

Action to take today: support organisations and individuals within your community and social circles who are fighting policies that create racial disparities. Volunteer or fund raise for organisations. Use your own power and privilege to ask and fight for change at a structural level – in schools, in your community, at Kent, in politics, in your place of worship, in your place of employment.

The point is to identify and commit to some form of action that has the potential to change racial policies.
Racism: Student Support Resources

The University of Kent is committed to a zero-tolerance approach to racism and xenophobia. We are actively committed to training and development for our staff and students on issues that affect race and ethnic identity and work to dismantle systemic structures of racism. In 2020, we pledged ourselves to fulfill the Race Equality Charter, joining other institutions in the fight to tackle racism within a Higher Education and beyond. Simultaneously, we persist with our campus efforts to Decolonize our Curriculum, diversify our reading lists and classroom methodologies via our Diversity Work program and close the degree attainment gap through our Student Success Project. Additional communal support includes the BAME Student Networks and Societies.

In addition, this section will provide you with information about the help and support available to you at the University of Kent.

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

- Reporting an incident: Report & Support
- Reporting an incident: Conduct and Complaints Procedure
- Reporting an incident: Campus Security

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Racism: Student Support Resources

The University of Kent has developed an online reporting tool (Report & Support) which empowers students to record details of incidents such as discrimination, harassment, bullying, sexual assault, relationship abuse, racism or hate crime. The most vital use of Report & Support is to ensure that you gain access to the support that is available to you in the aftermath of an incident.

You are able to record an incident anonymously via Report & Support; making an anonymous report informs the University that something has happened. This will not instigate any part of a formal process or complaint. If you choose to be named in the report a member of staff will contact you to discuss your options for reporting formally.

- Reporting an incident: Conduct and Complaints Procedure
- Reporting an incident: Campus Security
- Support: The Wellbeing Team
- Support: Medical Services
If you are in immediate danger or require emergency medical assistance, please call 999 immediately and come back to this page at a later stage. This system is not linked to the emergency services.

Students who report an incident of sexual violence or sexual harassment against them will not be subject to disciplinary action if they breached Covid-19 restrictions at the time of the incident. It is important that students feel able to access support and reporting options without fear of disciplinary action.

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**Reporting an incident: Report & Support**

**Reporting an incident: Conduct and Complaints Procedure**

The University does not tolerate any form of racism, discrimination or harassment against any of its students or staff. If you have been subjected to, or witnessed such behaviour, please be assured that you can report the incident confidentially via Report & Support or submit a formal complaint via the Student Complaints Procedure. All reports will be investigated, and action taken where appropriate.

If you wish to formally complain about the behaviour of another student, please complete the Student Disciplinary Incident Report Form.

**Reporting an incident: Campus Security**

**Support: The Wellbeing Team**

**Support: Medical Services**

**Support: Harassment Contacts**
Reporting an incident: Report & Support

Reporting an incident: Conduct and Complaints Procedure

Reporting an incident: Campus Security

Support: The Wellbeing Team

Support: Medical Services

Support: Harassment Contacts

Support: Chaplaincy

Safety: SafeZone App

Reporting an incident: Report & Support

Reporting an incident: Conduct and Complaints Procedure

Reporting an incident: Campus Security

Support: The Wellbeing Team

Support: Medical Services

Support: Harassment Contacts

Support: Chaplaincy

Safety: SafeZone App
Reporting an incident: Report & Support

Reporting an incident: Conduct and Complaints Procedure

Reporting an incident: Campus Security

Support: The Wellbeing Team

Support: Medical Services

For more information on Canterbury medical services, please follow the link.

Medway based students should register with a GP

Support: Harassment Contacts

Support: Chaplaincy

Support: Medical Services

Support: Harassment Contacts

A Harassment Contact is a member of staff who has volunteered to support a student or staff member who is the victim of discrimination or harassment. Staff/students can choose to contact any of the Harassment Contacts listed.

All discussions are treated with confidentiality (unless the safety of staff or students is at risk). A conversation with a Harassment Contact does not need to lead to further action, but it is recommended that an individual seek their support as soon as they can, if they suspect they are being subjected to behaviour or conduct which is inappropriate, or if they believe someone else is.

Harassment Contacts can support students based at any site, regardless of where the Harassment Contact is primarily located.

Support: Chaplaincy

Safety: SafeZone App
Support: Medical Services

Support: Harassment Contacts

Support: Chaplaincy

The Chaplaincy can provide information and advice about all aspects of the religious traditions they represent. They are also available to offer appropriate support to any member of the University - staff or student - whatever the circumstances.

Safety: SafeZone App

The University has launched a free service to help give round-the-clock safety reassurance to staff and students. SafeZone is a simple-to-use application that's free. It's designed to help students and staff summon first-aid, security or safety assistance via your mobile phone or Staff PC.
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

Select the three pillars that cement systemic racism

- Government, Power and Wealth
- Institutions, History and Knowledge
- Knowledge, Power and Institutions
- History, Government and Politics
- History, Institutions and Power

Correct answer is History, Institutions, and Power

0/1 Complete
Quiz: (Anti-)Racism, Xenophobia & White Privilege

What you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

Select the three pillars that cement systemic racism:

- Government, Power and Wealth
- History, Institutions and Power
- History, Government and Politics
- Knowledge, Power and Institutions
- Institutions, History and Knowledge

1/1

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Quiz: (Anti-)Racism, Xenophobia & White Privilege

What you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: White Supremacy refers to the extremist ideology in which one believes that white people are inherently genetically or culturally superior to non-white people.

- True
- False

Check

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Quiz: (Anti-)Racism, Xenophobia & White Privilege

What you have completed this section, please use the arrow buttons at the bottom of the screen to progress.
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- [ ] True
- [x] False

This is true: [ ] Show solution  [ ] Hide

You got 1 of 1 points

- [ ] True
- [x] False

Racism: Student Support Resources

Jump to...
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Microaggressions only affect people on the grounds of race or ethnicity

- True
- False

- Check

Racism: Student Support Resources
Jump to...

What is a Microaggression?
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Microaggressions only affect people on the grounds of race or ethnicity.

- [ ] True
- [x] False

False: Microaggressions can affect anyone in relation to any protected characteristic or none at all.

Score: 1/1

Racism: Student Support Resources: Jump to...
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Unconscious bias can affect anyone.

- True
- False [x]

True: Unconscious Bias can affect anyone and everyone

[Quiz interface with progress bar at 1/1]
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: Where Systemic Racism exists, by its very nature it means that some people are automatically advantaged whilst others are automatically disadvantaged.

- [ ] True
- [x] False

True: Systemic racism will always create advantage or disadvantage for one group whilst respectively creating disadvantage or advantage for everyone else.

[1/1]
Quiz: (Anti-)Racism, Xenophobia & White Privilege

When you have completed this section, please use the arrow buttons at the bottom of the screen to progress.

True or False: An anti-racist society can be achieved by holding diversity events

- True
- False

False: Unfortunately it is not as easy as holding diversity events to achieve an anti-racist society. The first step you can take is to learn more about how you may be contributing to racism, and taking steps towards becoming actively Anti-Racist.

Racism: Student Support
Jump to
What is Anti-racism?

Quiz: (Anti-)Racism, Xenophobia & White Privilege

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Racism: Student Support
Jump to
What is Anti-racism?
Quiz: (Anti-)Racism, Xenophobia & White Privilege

Xenophobia is no different than Racism.

- True
- False

You got 1 of 1 points

1/1

Racism: Student Support

Jump to...