

## Keys to anti-racism postcards - resource explainer

*"No one is born racist or antiracist; these result from the choices we make." - National Museum of African American History and Culture*

This series of postcards have been created to show keys to anti-racism.

### What is anti-racism?

*"Anti-racism is the commitment to fight racism wherever you find it, including in yourself." - Ijeoma Oluo*

Anti-racism is about speaking out and doing something about racism. The goal of anti-racism is to change racist policies, behaviours, and beliefs. Anti-racism is all about action. It is about taking steps to get rid of all types of racism. Some people think that being "not racist" is enough to get rid of racism. This is not what anti-racism is about.

### To be actively anti-racist we need to...

- Understand what racism is
- Understand how racism affects people
- Understand our own beliefs and how we need to change them
- Understand the inequalities that exist because of racism

*"Being anti-racist on the individual and interpersonal levels is only part of the work. To end racism, we must also work to dismantle racist policies at the structural and institutional levels."*

### What are the postcards for?

Each postcard has a statement which shows people a step they can take towards anti-racism. Postcards focus on three different areas: individual

interpersonal and systemic. This is because racism is in all parts of society and when we are working towards anti-racism we must be aware of this.

These postcards can be displayed within your organisation or distributed amongst people. They are intended to encourage further understanding and a commitment to learning by offering people areas that they can focus on.

It is important to note that anti-racism is not achieved in a one-time action. Anti-racism is a **life-long commitment**.

*“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” - Barack Obama*

**For information on reporting racism, please refer to our “reporting racism” document.**



## Keys to anti-racism

Stop saying: "I'm not racist."

Being "not racist" is not enough.

Call it racism. **Take action.**



## Keys to anti-racism

- Look at yourself.
- Educate yourself.
- Challenge yourself.
- Change yourself...**it starts with you.**

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism in schools and colleges.
- Ask your local education services what they are doing about racism.

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism within health.
- Ask your local health services what they are doing about the health inequalities faced by from minority ethnic communities.

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism in local services.
- Ask local services what they are doing to support people from minority ethnic groups.

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism at work.
- Take action as an organisation to change attitudes and systems as well as behaviours.

Call it racism. **Take action.**



## Keys to anti-racism

### Challenge...

- attitudes
- stereotypes
- systems

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism in the community.
- Take part in events that are about tackling racism.
- Share stories that highlight inequality and how racism impacts people today.

Call it racism. **Take action.**



## Keys to anti-racism

- Challenge racism in the police, the courts and the prisons.
- Speak up against the unfair treatment of people from minority ethnic communities.

**Call it racism. Take action.**



## Keys to anti-racism

### Learn...

- about the history of racism.
- how racism is still happening today.
- about the impact of racism and the inequalities it leads to.

**Call it racism. Take action.**



## Keys to anti-racism

- Listen to what racial justice advocates have to say about racist behaviours and policies.
- Just because you have never experienced these things doesn't mean that they don't happen.

Call it racism. **Take action.**



## Keys to anti-racism

*"Don't be so sensitive, it's only a joke."*

Racism is no joke...

Speak out and call it what it is.

Call it racism. **Take action.**



## Keys to anti-racism

- Speak up with your friends, your family, the people that you work with.
- Make sure wherever you go, people know where you stand. They know that you're an anti-racist.

Call it racism. **Take action.**