



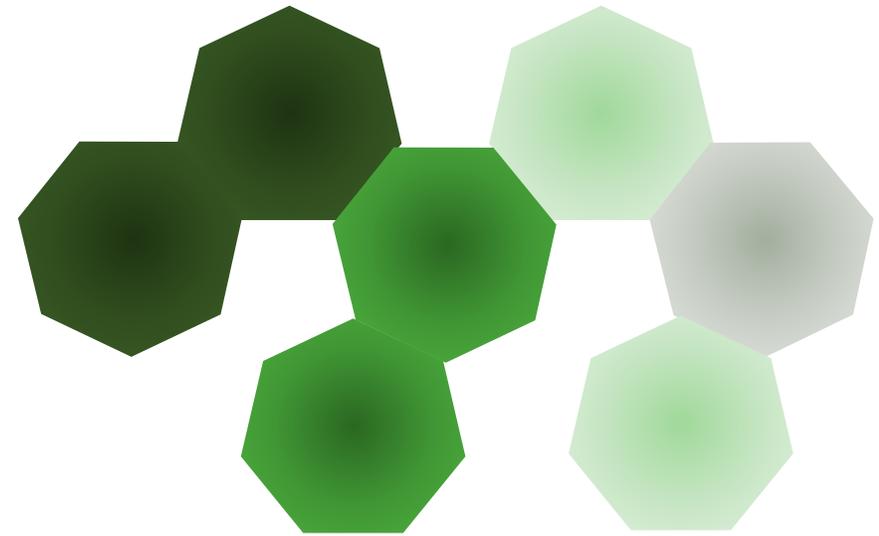
Louis Howell

Social Mobility and Diversity, Equity
and Inclusion Consultant/Trainer

Founder and Director of 7PK



7PK
EQUALITY TO EQUITY



Getting Comfortable with Race



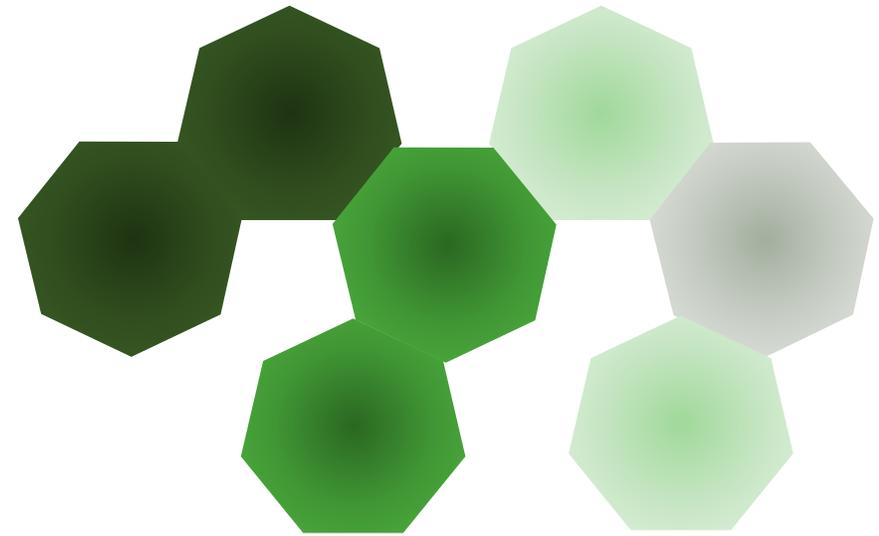
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**Getting
Comfortable
with Race**

An Intro to Louis Howell



REVOLUTION HIVE
EQUIPPING YOUNG PEOPLE FOR LIFE BEYOND THE CLASSROOM



7PK
EQUALITY TO EQUITY



BELOVD





NECESSARY LANGUAGE

Necessary Language - Intro

To effectively become anti-racist, we must be equipped with the vocabulary used to describe the current situation.

Racism – A GROUP DYNAMIC

1. *“A prejudice position of social and institutional power over another group of people.” ~ Dictionary.com*
2. “TRUE RACISM exists only when one group holds a disproportionate share of wealth and power over another group then uses those resources to marginalize, exploit and subordinate the weaker group.”
~ Dr. Claud Anderson

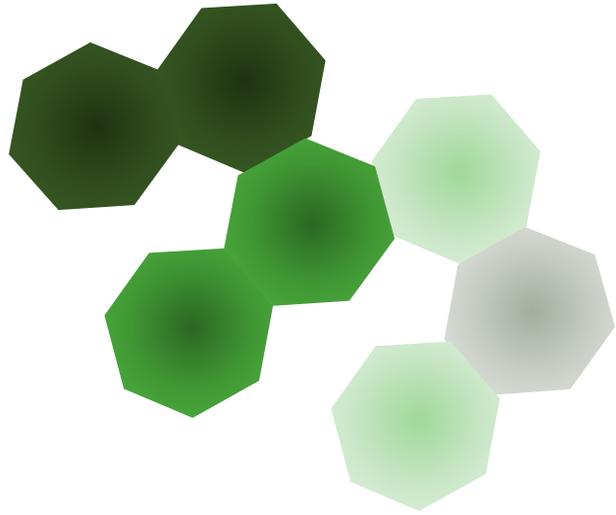
Anti-Racism

One who supports antiracist policies and ideas through their actions.

One who is working to dismantle racist values, beliefs, attitudes and perceptions in their own life in order to achieve equality, equity and justice.

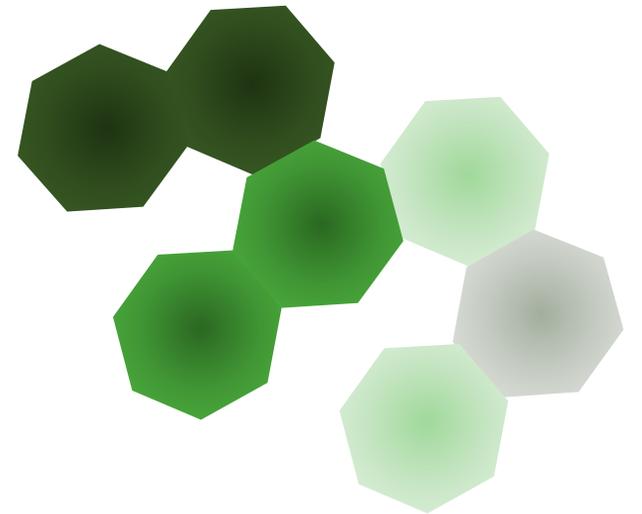
~ Ibram X Kendi

Are we aware of the underlying values, beliefs, attitudes and perceptions?

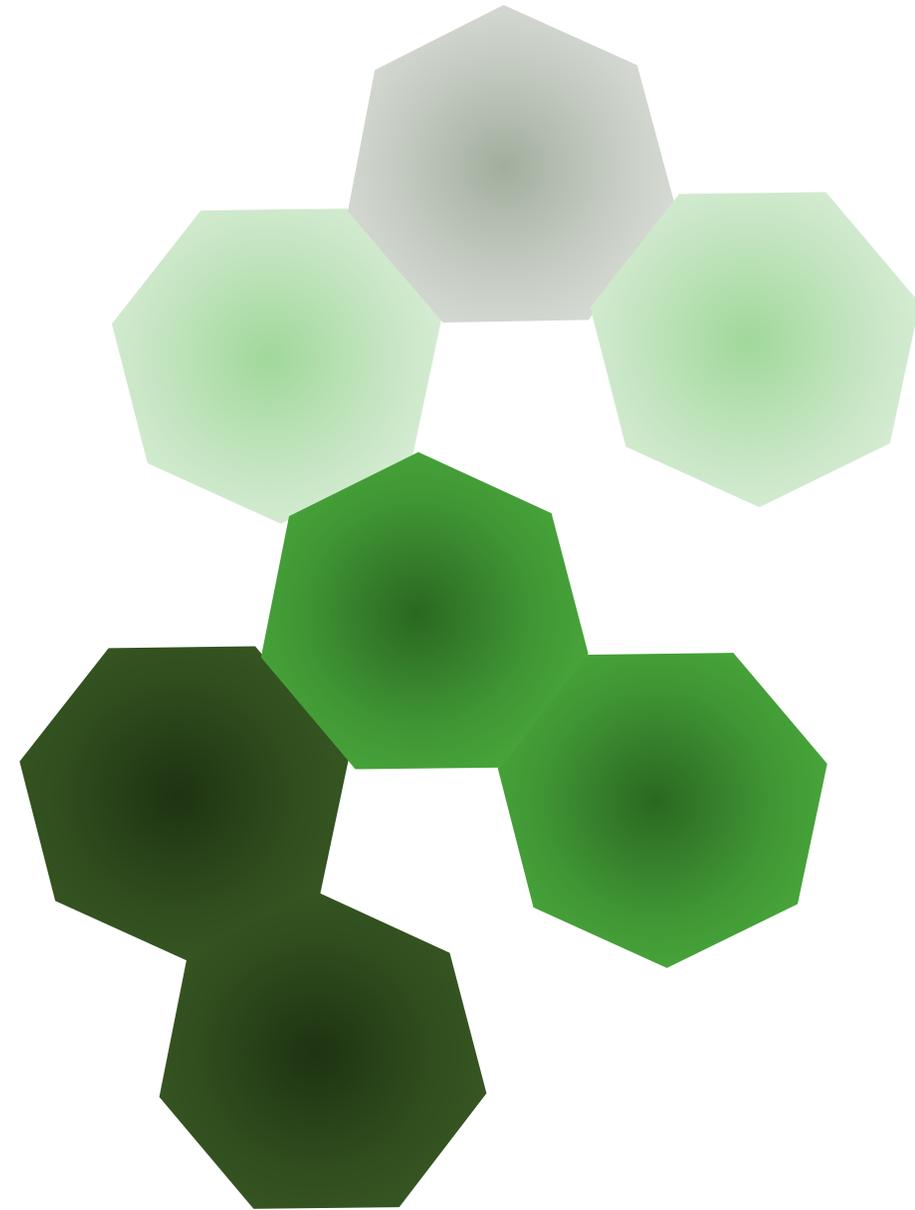
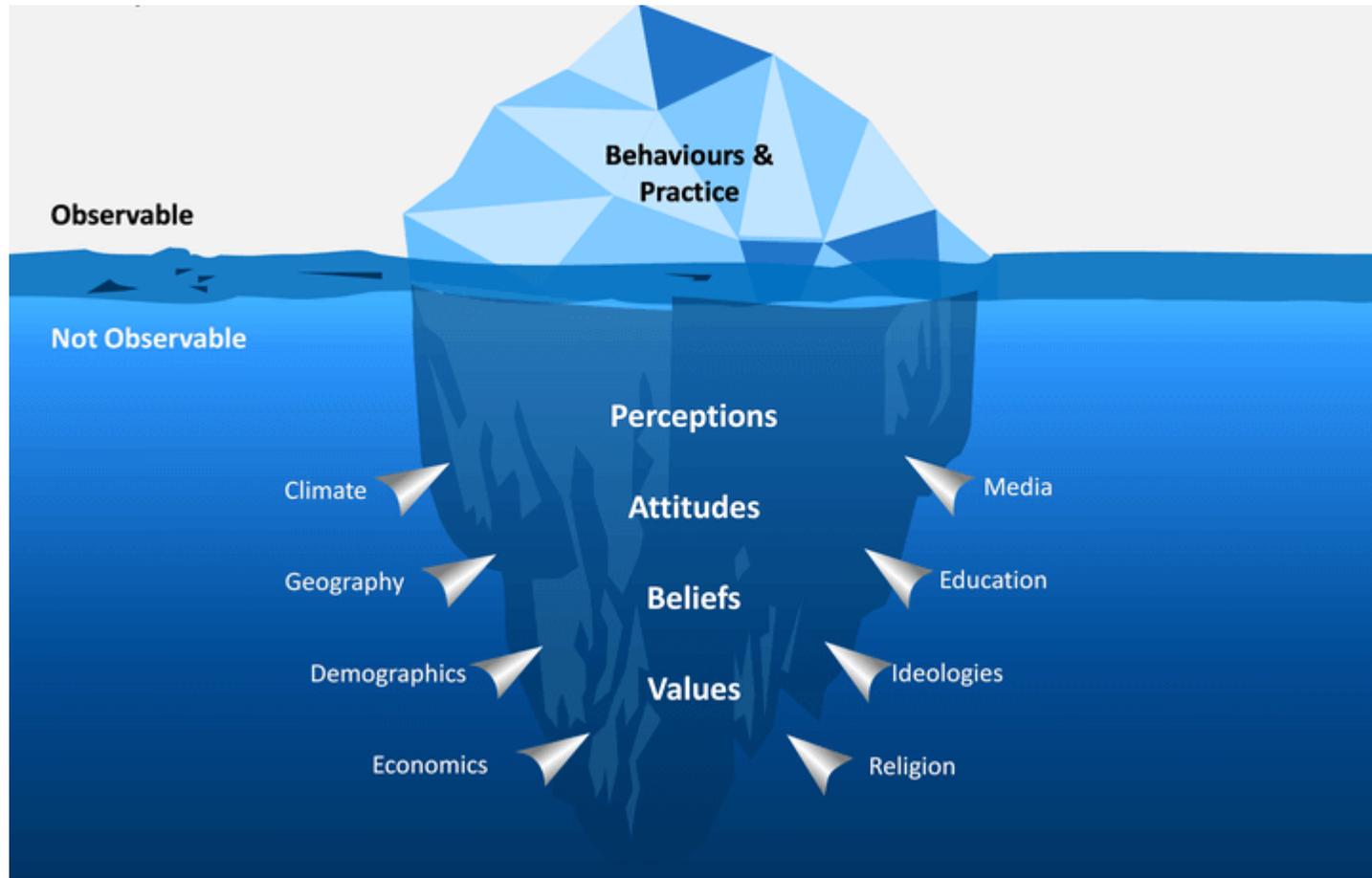


**Who knows the lyrics to
the song 'Rudolph the Red
Nose Reindeer?'**

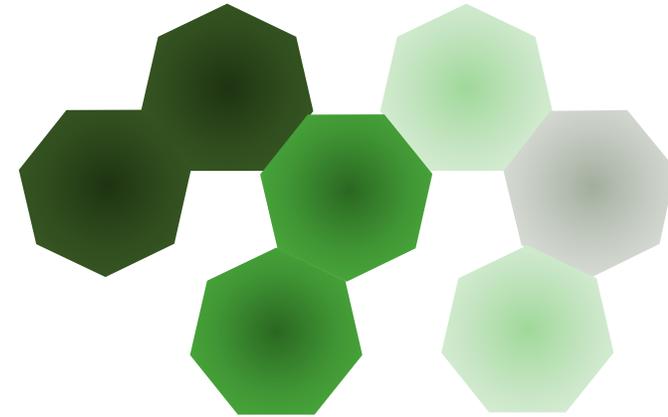
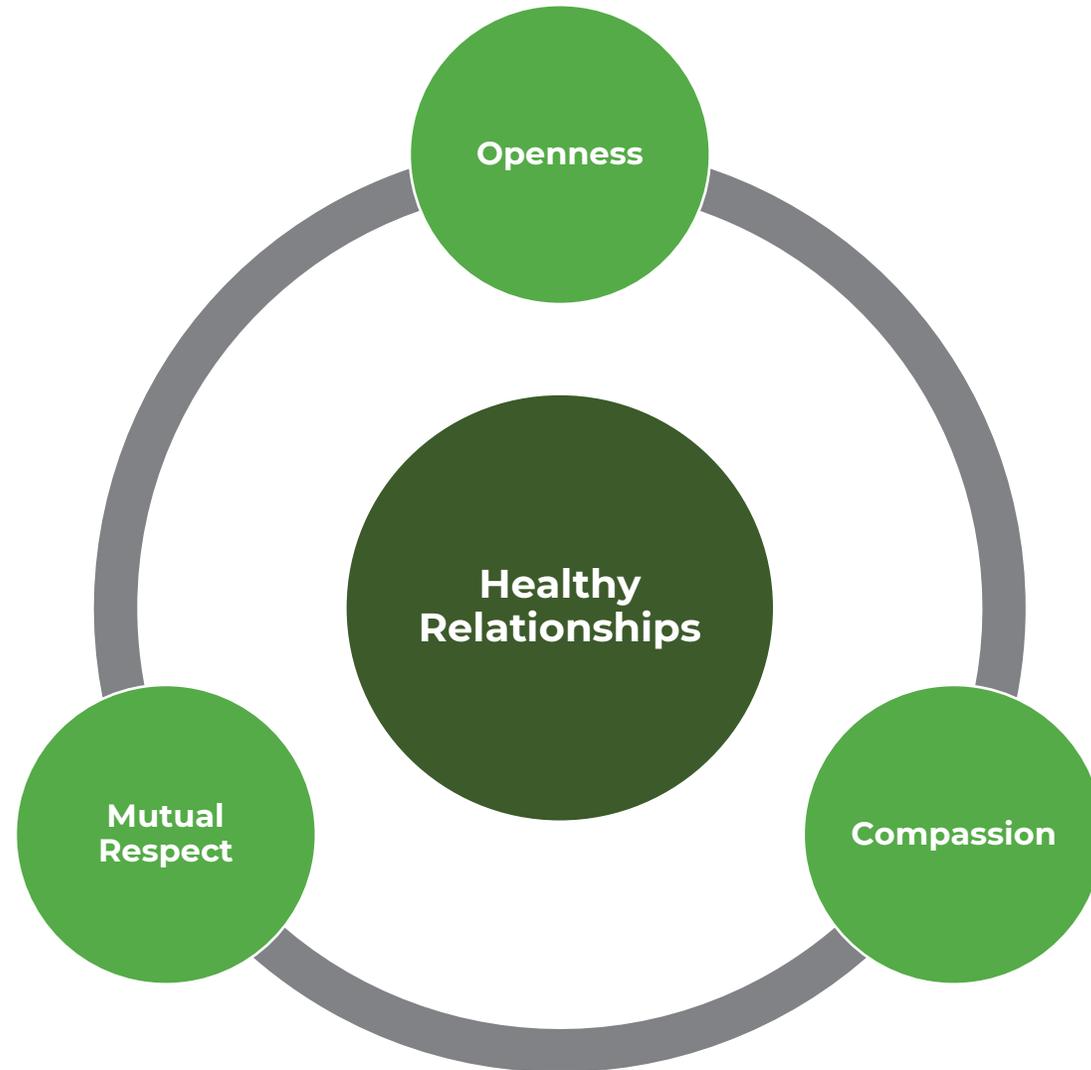
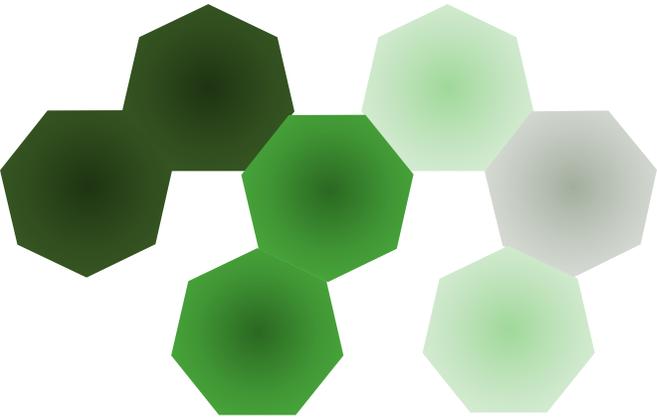
**Why did the original
situation exist and how was
the problem overcome?'**



The Cultural Iceberg



The Ideal?



Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

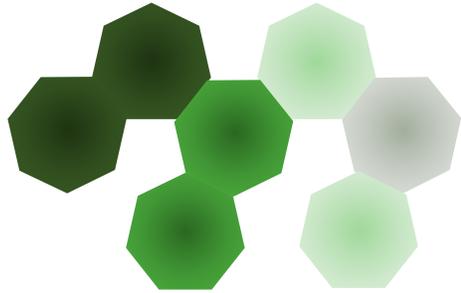
White Supremacy

A racial ideology that is based upon the idea that white people are superior in many ways to people of other races and therefore white people should be dominant over other races. ~Dictionary.com

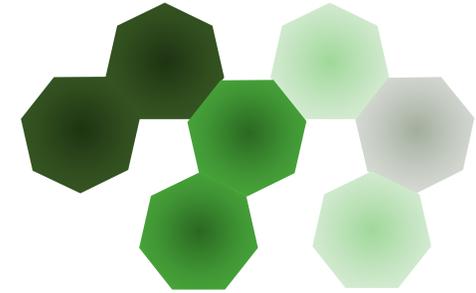
“If you do not understand White supremacy – what it is, and how it works, everything else that you understand will only confuse you” ~ Dr. Neely Fuller Jr.

THIS IS BOTH A SYSTEM AND A MINDSET

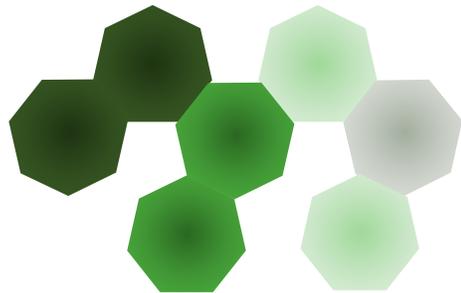
4 stages of the Racist System



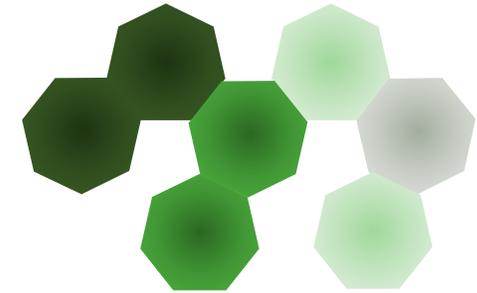
Establishment



Maintenance



Expansion



Refinement

Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

White Privilege

The unearned and mostly unacknowledged social advantage that white people have over other racial groups simply because they are white.

~ Dictionary.com

“If you do not understand White supremacy – what it is, and how it works, everything else that you understand will only confuse you” ~ Dr. Neely Fuller Jr.

Young Manchester City footballer, 20, on £25,000 a week splashes out on mansion on market for £2.25million despite having never started a Premier League match

By Anthony Joseph for MailOnline
08:48 10 Jan 2018, updated 10:51 11 Jan 2018

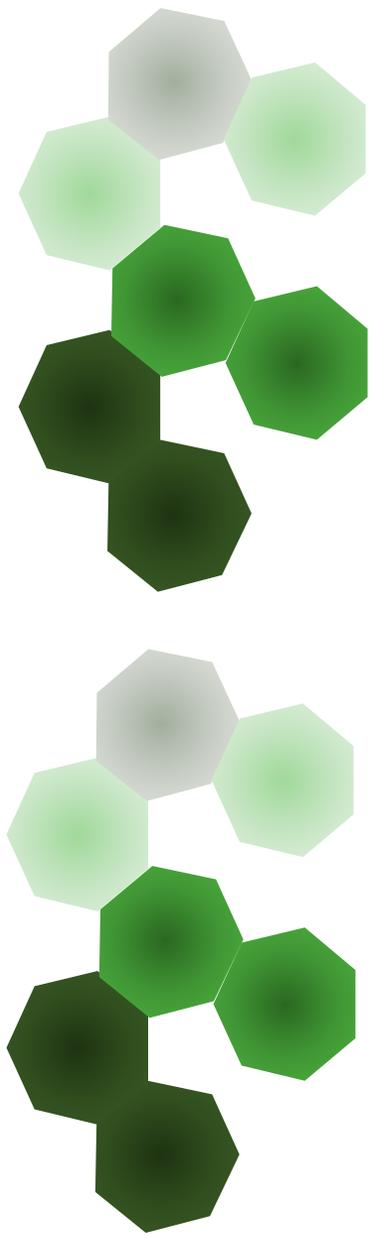


Manchester City starlet Phil Foden buys new £2m home for his mum

By Ian Herbert For The Daily Mail
21:30 04 Oct 2018, updated 00:31 05 Oct 2018



2



Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

White Fragility

The perception of any attempt to connect white people to the system of racism as an unsettling and unfair moral offence.

Leading to a defensive response to the aforementioned: such as fear, anger, guilt and behaviours such as argumentation, silence and withdrawal.

~ Paraphrased from Robin D'Angelo, author of 'White Fragility'.

Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

Microaggressions

Everyday language or behavioural slights or snubs, which are frequently not intended to cause harm or hurt feelings, but their impact does just that, particularly towards culturally marginalised groups.

Source ~ 'The Other Box'

Word Origin ~ Dr. Chester Pierce

Examples of Microaggressions?

What role do Stereotypes play?

Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

Gaslighting

The act of undermining another person's reality by denying facts.

In the context of racism: denying the experiences black people (or other marginalized ethnicities), downplaying racist incidences or seeking to play 'oppression Olympics'.

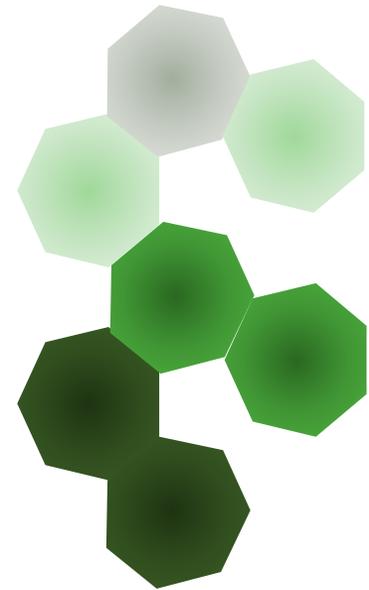
~ Source: vox.com + input from Jess Mally

The Halo Effect

The "halo effect" is when one trait of a person or thing is used to make an *overall judgment* of that person or thing.

nngroup.com

—
NN/g



How does this relate to Gaslighting?

Necessary Language: Role Play Game

Let's see if you can work out what characteristic of racism reinforcement is being displayed in each scenario.

Individual Trauma

Emotional and Psychological Trauma is the result of extraordinarily stressful events that shatter your sense of security, making you feel helpless in a dangerous world.

~ Source: <https://helpguide.org>

Collective Trauma

An event or series of events that shatters the experience of safety for a group, or groups, of people. These events are different from other forms of traumatic events because of their collective nature. That is, these events are a shared experience that alter the psyche and narrative of a group or community.

When speaking of collective trauma, note that it can be both primary and secondary. Just because an individual wasn't present for a particular event or incident, doesn't mean it did not impact them.

~ Dr. Leia Saltzman, Assistant Professor at Tulane University
School of Social Work

Transgenerational Trauma

Transference of Emotional, Physical or Social pain from one person to their descendants.

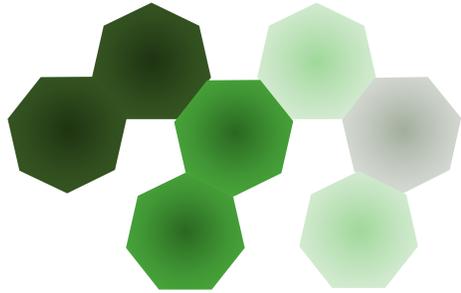
→ This is based on a concept known as 'Epigenetics'.

~ Source: *Exploring Your Mind*

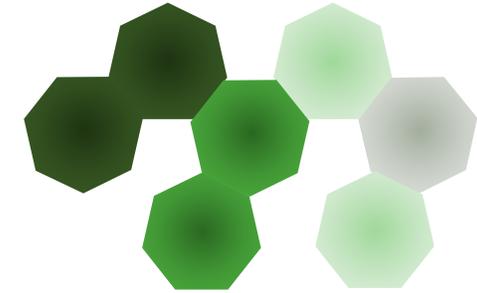
A REMINDER

Racism was never resolved... it only evolved.

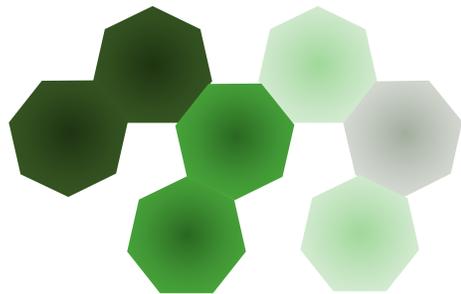
4 stages of the Racist System



Establishment

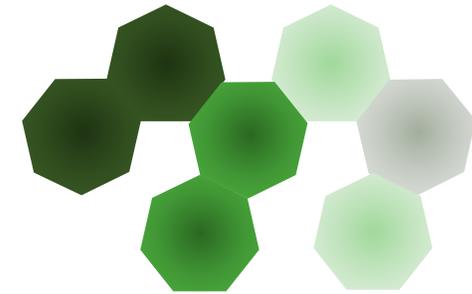


Maintenance



Expansion

All require
people to
make it
work

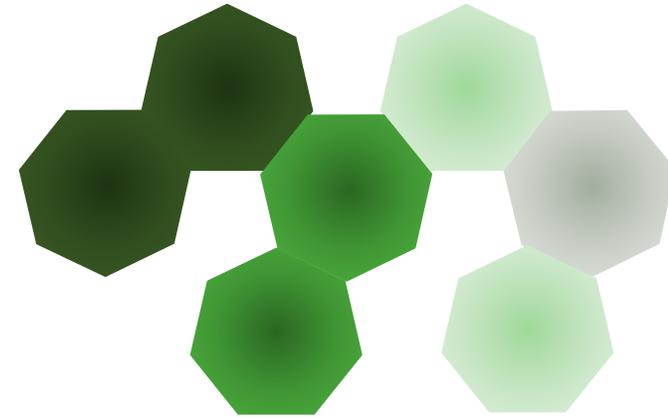
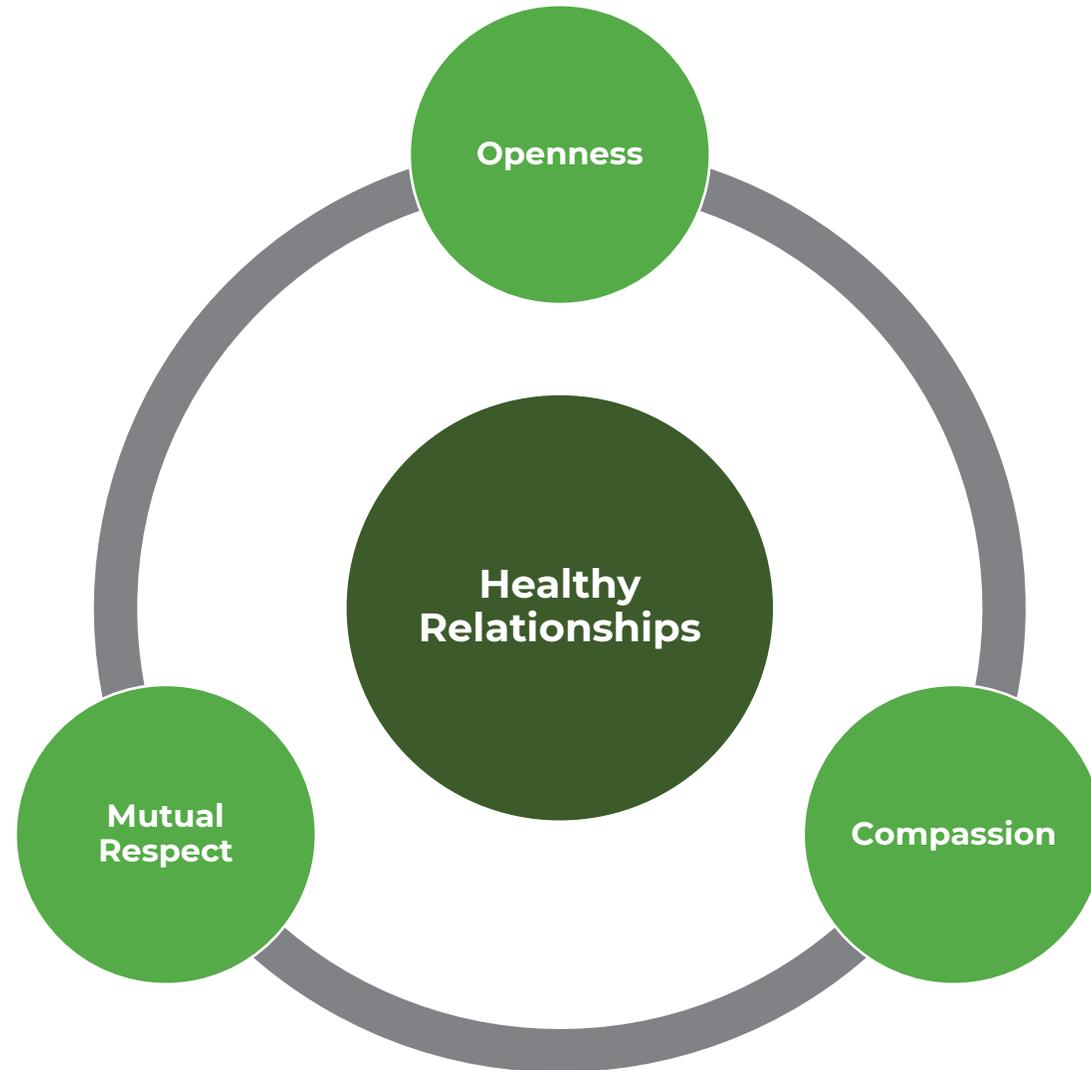
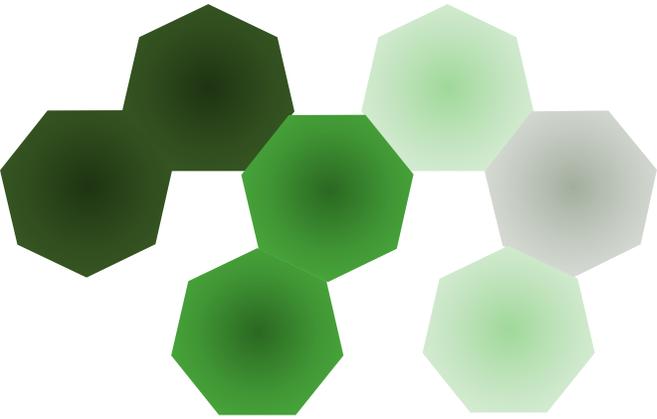


Refinement

For Your Consideration

Food for thought...

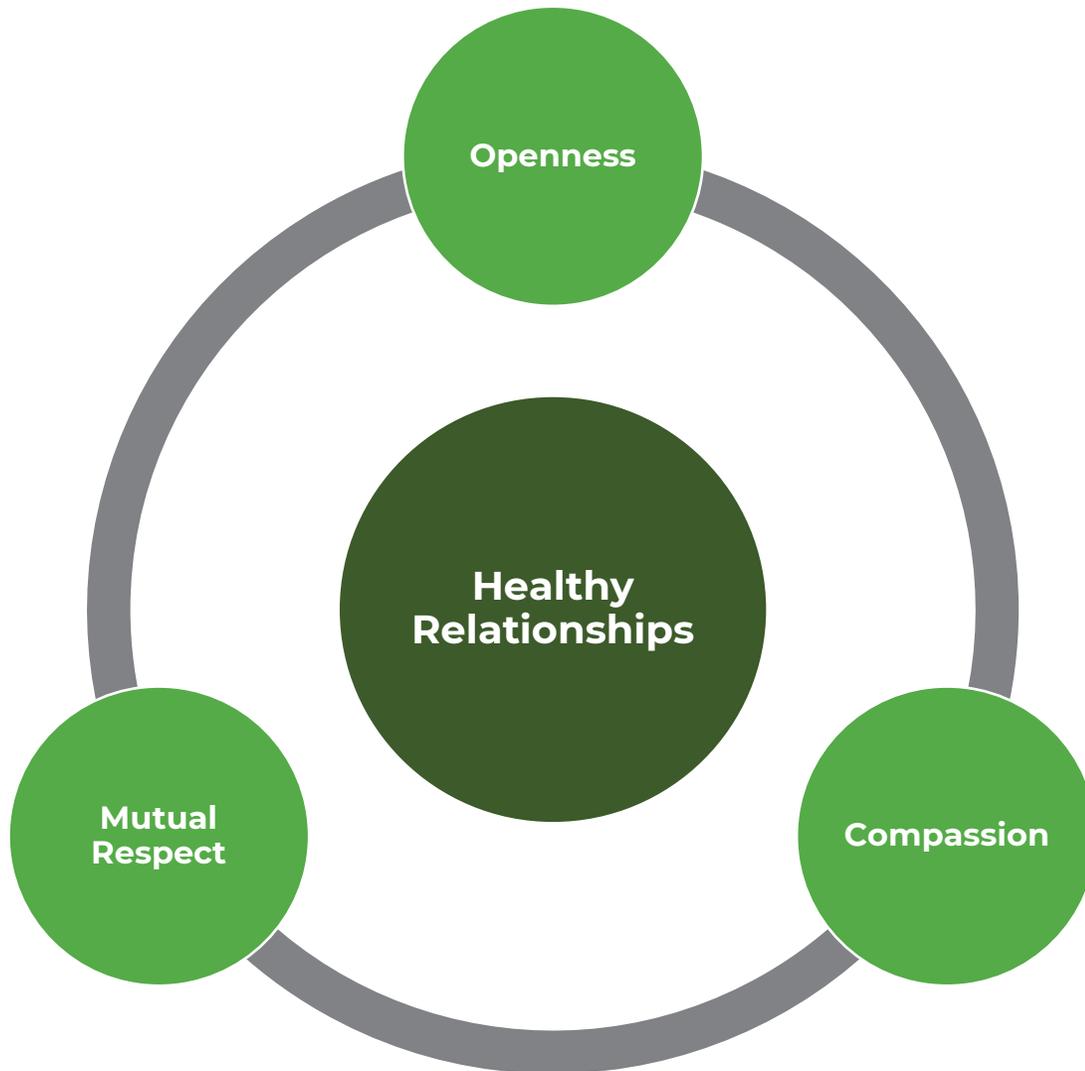
The Ideal?



The Ideal?



In Action



Openness

Anti-Racism is a journey. For all of us. Regardless of background. How would you describe your approach to having conversations about race? Including challenges you feel you face?

Compassion

Can you identify any obstacles and/or barriers you faced when an opportunity to support people from racialised groups was presented to you?

→ Consider whether you felt confused, unequipped or second guessed yourself.

Mutual Respect

It is easy to make assumptions that because we treat everyone “fairly” we are fine, but after everything we discussed today...

→ Where can you make adjustments?

Personal and Collective Review



Mindful provision of Space and Time

- How proactive have you been in responding to situations that could result in collective trauma of racialised groups?
- What support structures are in place to help those that may feel they are being oppressed?

Honesty is the only Policy

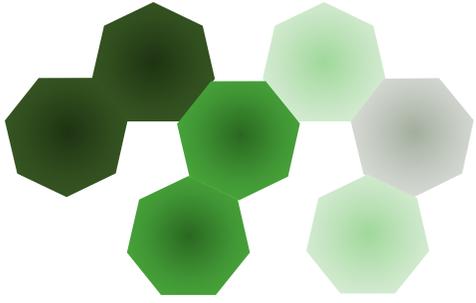
- How would you rate your own track record of being transparent and honest about mistakes made in the space of race relations?
- What mechanisms and processes exist for people to air their honest thoughts and / or frustrations to open up dialogue?

Respect intersection and avoid Oppression Olympics

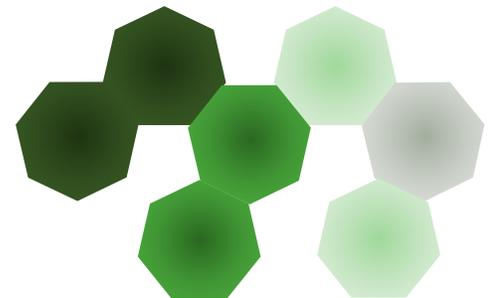
- How well do you feel you respond to people who show frustration at isolated incidents of oppression?

More Responsible Practises

- ❖ **Buy Black** – regularly, not just for moments. Black-owned businesses don't get same funding, support and investment. Spend with them.
- ❖ **Donate** – to the non-white-led orgs and not the white saviours. Also, donate directly to the activists, artists and organisers.
- ❖ **Diversity in** books, tv productions and theatre etc.
- ❖ **Diversity in** Music, Magazines and Art purchases.
- ❖ **Diversity in** Events you attend.
- ❖ **Diversity in** your Social Media feed.
- ❖ **Call out the issues:** In the pub, In the public, In the workplace, On social media, In your families.
- ❖ **Educate and Equip** children and young people.



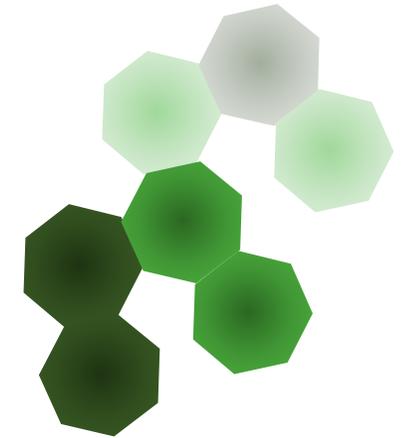
Reflections and Key Takeaways (+Evaluation)





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