

Session Title:	Allyship & Antiracism Taster
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Overview/Aim of session:	<ol style="list-style-type: none"> 1. Privilege and Structural Racism 2. Microaggressions 3. Allyship
Workshop Content	<ol style="list-style-type: none"> <u>1. Hexagon Task</u> We started with a little exercise which demonstrated that we don't all start from the same basepoint which leads to unfair advantages and disadvantages. <u>2. Privilege and Structural Racism</u> <ul style="list-style-type: none"> - Definition of White Privilege: inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice - However, white people are not all treated the same (think different accents, backgrounds, and cultural traditions) - There is a difference between American and British issues and perception of Racism

3. Microaggressions

- **A microaggression:** indirect, subtle, or unintentional discrimination against members of a marginalized group and protected characteristics; hearing the same thing repeatedly

Different types of microaggressions

- **When Asian, African, Caribbean and Arabic British are assumed to be foreign-born:** e.g. “Where are you from?”, “Where were you born?”, “You speak good English”; asking an Asian-British to teach them words in their native language – You’re assuming they are not British/limiting the richness of their heritage, and this could lead to them feeling an outsider.
- Other examples given by attendees in the workshop: Mispronouncing or misspelling names, being asked “Can I touch your Hair?”

Work should be a safe space. We therefore discussed how to respond to microaggressions one might encounter in the workspace.

- **Macro-level microaggressions are more apparent on systematic and environmental levels:** e.g. a college or university with buildings that are all named after white heterosexual cis gendered, upper class males. Or television shows and movies that feature predominantly white people, without representation of people of colour. What the system/environment is saying: You don’t belong. You won’t succeed here. There is only so far you can go. You are an outsider.

4. Allyship

Everyone has the ability to be an ally.

What is allyship? – an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person with privilege seeks to operate in solidarity with a marginalised group of people.

- **Allyship is not an identity** – it is a lifelong process of building relationships based on trust, consistency, and accountability with marginalised individuals and/or groups of people. Allyship is not self-defined – our work and our efforts must be recognised by the people we seek to ally

	<p>ourselves with.</p> <p>Why is allyship necessary? An ally recognises that though they are not a member of the marginalised group(s) they support, they make a concerted effort to better understand their struggles. Further, an ally might have more privilege (and recognises said privilege) and therefore can be powerful voices alongside authentic ones.</p> <ul style="list-style-type: none"> - Allyship is about actively listening and amplifying voices. It's important to not only listen to experiences other have had, but also about actively stepping out and challenging perspectives. Example: Understanding systematic racism, needing to step out and question different aspects of everyday life such as curriculums taught at our universities and how diverse they maybe are or are not.
<p>Case Studies/Examples:</p>	<p>1. <u>Examples of Microaggressions and how to respond to them</u></p> <p>Example 1: “I can’t say that name” – kindly ask the person how their name is pronounced and make it clear you want to pronounce it properly, even if you might struggle at first and that they/their NAME is NOT an inconvenience. Google/Youtube how to pronounce a certain name if you are unsure.</p> <p>Example 2: “I don’t see colour” – by saying that people are denying a person of colour’s racial/ethnic experiences and are therefore denying the individual as a racial/cultural being. One attended said “saying you don’t see my race/ethnic background is the same as saying that to you I don’t have a name. It’s part of my identity that you choose to ignore”</p> <p>Example 3: “Racism is over – just look at Barack Obama, Rishi Sunak or Priti Patel” – Just because very few, very financially privileged people managed to succeed despite racism, doesn’t mean that racism doesn’t exist anymore. It is important to remember intersectionality and how different factors impact each other.</p> <p>Example 4: “All lives matter! Black people don’t value other black lives. Just look at black-on-black crime” – Actually over 95% of crime occurs within the same ethnicity due to family issues etc. And yet there is no such term as “white-on-white” crime.</p>

	<p>2. <u>Examples of Allyship</u></p> <p>You may not define as a member of the LGBTQ+ communities, but you celebrate Pride in support of LGBTQ+ citizens and their rights.</p>
<p>Scenarios/Roundtable discussions:</p>	<ul style="list-style-type: none"> - What privileges do we have? - Class, Background, Supportive Family, Education, Safety. - How would your life be different if you didn't go to Uni?: wouldn't be as open-minded, wouldn't have been able to go through personality development, no access to gaining an understanding of what's out there, would have probably just done the same thing as parents previously have. - Experiences of microaggression at work: People shared that they themselves experienced discrimination at work based on their against gender, race and religion. - When did racism became obvious to you most recently? – Many attendees shared personal stories of racism they or their family have faced from a young age and how it impacted them in the long term.
<p>Questions and Answers:</p>	<p>Question: “We struggle highlighting the importance and work still needed when it comes to EDI in WP. How can we get Senior Management to take EDI seriously and focus on it”</p> <p>Answer: Use research to your advantage and show the importance of it and gaps within the work currently being done. Then they cannot deny it. However, every institution is different so there isn't really a blanket approach for this.</p>
<p>Summary/Key takeaways:</p>	<ul style="list-style-type: none"> - A microaggression: indirect, subtle, or unintentional discrimination against members of a marginalized group and protected characteristics; hearing the same thing repeatedly. They make people feel like others do not think they belong - Everyone has the ability to be an ally. It is important to stand by and support marginalized groups by not only listening but amplifying their voices. In the workspace this can mean confronting people who are perpetrating microaggressions and either educate them or even

	<p>call them out – depending on the person, their intention and reaction.</p> <ul style="list-style-type: none">- Allyship is not an identity but a lifelong process of unlearning and advocating being antiracist.- It's important to not only listen actively but also to challenge perspective and check your own privileges.- It is not enough to be “not racist”, we need to work on being actively antiracist.
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