



# WHY WE SHOUT BLACK LIVES MATTER: A GUIDE



FROM RACISM TO WHITE SUPREMACY THIS  
GUIDE WILL DEMONSTRATE WHY EVERYONE  
NEEDS TO SHOUT BLACK LIVES MATTER



---

# Introduction

“When we speak we are afraid our words will not be heard or welcomed. But when we stay silent we are still afraid. So, it is better to speak”- Audre Lorde

“Why we shout Black Lives Matter” is a guide which was inspired by the #BlackLivesMatter hashtag/ organisation and is a collection of information from various organisations, activists, educators and change makers. This guide is for a UK audience (Yes, racism happens in the UK too) and was created to inform, educate and promote on why “Why we shout Black Lives Matter”.

#BlackLivesMatter has been met with controversy , mainly through the opposing hashtag such as #AllLivesMatter. There is ignorance when it comes to understanding “Why we shout #BlackLivesMatter” but it aims to highlight that currently Black lives do not matter and express the need for change to make them matter to wider society. All lives Matter will not make sense until Black Lives Matter! This guide will take you through why Black lives have not mattered to the wider society through racism, oppression and white supremacy. It will present UK examples as well as discuss the intersections Black women, Black LGBT+ and Black people with a disability also face within the UK. This guide will also feature a short guide to white privilege, the reverse racism myth, glossary and a list of resources for further reading and education.

Please use this guide as a starting point but you should always continue to learn and develop your knowledge on why #BlackLivesMatter is so important and why eradicating racism should be on the top of your to-do-list.



# #BlackLivesMatter



“#BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin’s murderer. Black Lives Matter Foundation, Inc is a global organisation in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, we are winning immediate improvements in our lives”.

from [blacklivesmatter.com](https://blacklivesmatter.com)

---

# Racism

**Standard definition: “Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.”**

However, this definition is too simplistic due to the complexity of racism itself.

Using Critical Race Theory, (which was born in 1970s by activists) highlights the relationship between race, racism and power.

1. Racism is the ordinary and normal way society works
2. Racism serves the interest of both white people in power and working class white people therefore neither group has an incentive to fight it

3. Race is a social and political construct which was invented to be manipulated when convenient.

4. This allows the assignment of characteristics to whole groups of people in order to advance the idea of race and the superiority of whiteness

5. White superiority is profitable allowing disproportionate balances of resources and ultimately power so it is continuous throughout time and in different countries .

**REMEMBER:**

**DON'T TALK TO US ABOUT WHITE GUILT- THIS PRIORITISES WHITE FEELINGS OVER BLACK LIVES**

**DO TALK ABOUT RACISM WITH OTHER WHITE PEOPLE- BE PROACTIVE RATHER THAN REACTIVE AND CALL OUT RACISM AMONGST WHITE PEOPLE YOU HOLD PRIVILEGE AND POWER**

# Oppression

**Standard definition: “Prolonged cruel or unjust treatment or exercise of authority.”**



Oppression is systematic (method/plan or done methodically). The more powerful social group does this to gain social, economic and political benefit of the less powerful social group. Rita Hardiman and Bailey Jackson explain that oppression exists when these following conditions are found

1. The opposer group has the power to define reality for themselves and others.
2. This reality is internalised by the target group and they cooperate with the oppressor and will try and imitate them
3. Genocide, harassment and discrimination is systematic and institutionalised so individuals are not necessary to keep it going
4. Both the oppressor and the target group are socialised to play their roles normally and correctly so much so that the target group may not be aware they are being oppressed

## **REMEMBER:**

**OPPRESSION IS SYSTEMIC (WITHIN SYSTEMS). THAT MEANS IT IS EVER PRESENT EVEN WHEN YOU ARE NOT AWARE OF IT. IT IS THE DAILY WAY OF LIFE EMBEDDED IN EDUCATION, HEALTHCARE, HOUSING, EMPLOYMENT, CRIMINAL JUSTICE SYSTEM ETC. THIS MEANS BLACK PEOPLE ARE CONSTANTLY OPPRESSED AND TREATED UNFAIRLY. THERE IS NO ESCAPE.**

# White supremacy + Race

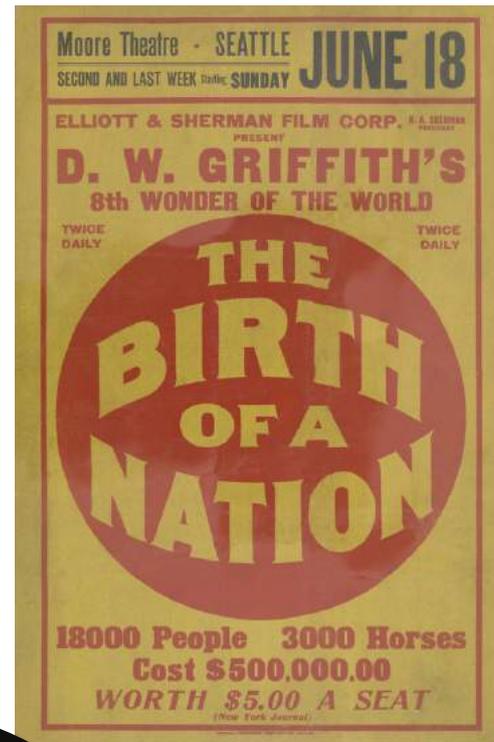
White supremacy is the ideology that white people and the ideas, thoughts, beliefs, and actions of white people are superior to people of colour and their ideas, thoughts, beliefs, and actions.

White supremacy does not always look like the KKK. It is ever present in institutions, systems and culture that assign value, goodness, humanity to white people and people of colour as undeserving, immoral, bad or inhuman.

This is highlighted in socio-economic systems where white

people will have a structural advantage and rights that other racial groups do not emphasising these differences and the enforcement of these systems further.

Race is a social, political concept and is not scientific. This allows the ability to divide and conquer over certain races due to assigning these differences between them.



**REMEMBER: IT IS IMPORTANT TO "CHECK YOURSELF" AND REFRAIN FROM CENTERING YOURSELF AND BECOMING AN AUTHORITY IN MOMENTS/MOVEMENTS THAT DESERVE YOUR SUPPORT BUT ULTIMATELY THIS ISN'T ABOUT YOU**

**RACISM = RACE PREJUDICE + SOCIAL AND INSTITUTIONAL POWER**

**RACISM = A SYSTEM OF ADVANTAGE BASED ON RACE**

**RACISM = A SYSTEM OF OPPRESSION BASED ON RACE**

**RACISM = A WHITE SUPREMACIST SYSTEM**



# Expressions of Racism

## Cultural, Institutional and Personal

**Cultural-** The dominate culture will shape the norms, values, beliefs and standards which are advantageous to white people and oppresses people of colour. These standards and norms perpetuate racism (IQ tests, Medical assessments, Standards of Beauty, Religion).

**Institutional-** The ways in which structures, systems, policies and procedures promote, reproduce and perpetuate advantages for white people and the oppression of others. Governmental policies, housing, education, business, healthcare, Criminal justice system, employment will all enforce these standards and norms which will oppress people of colour as they will not be the standard.

**Personal-** The ways in which people will assume or perpetuate that white people are inherently better and people of colour are inferior on an individual basis. Using racist names/language and micro-aggressions.

**Cultural-** beliefs, values, norms  
How do community beliefs, values, norms validate whiteness and invalidate People of Colour

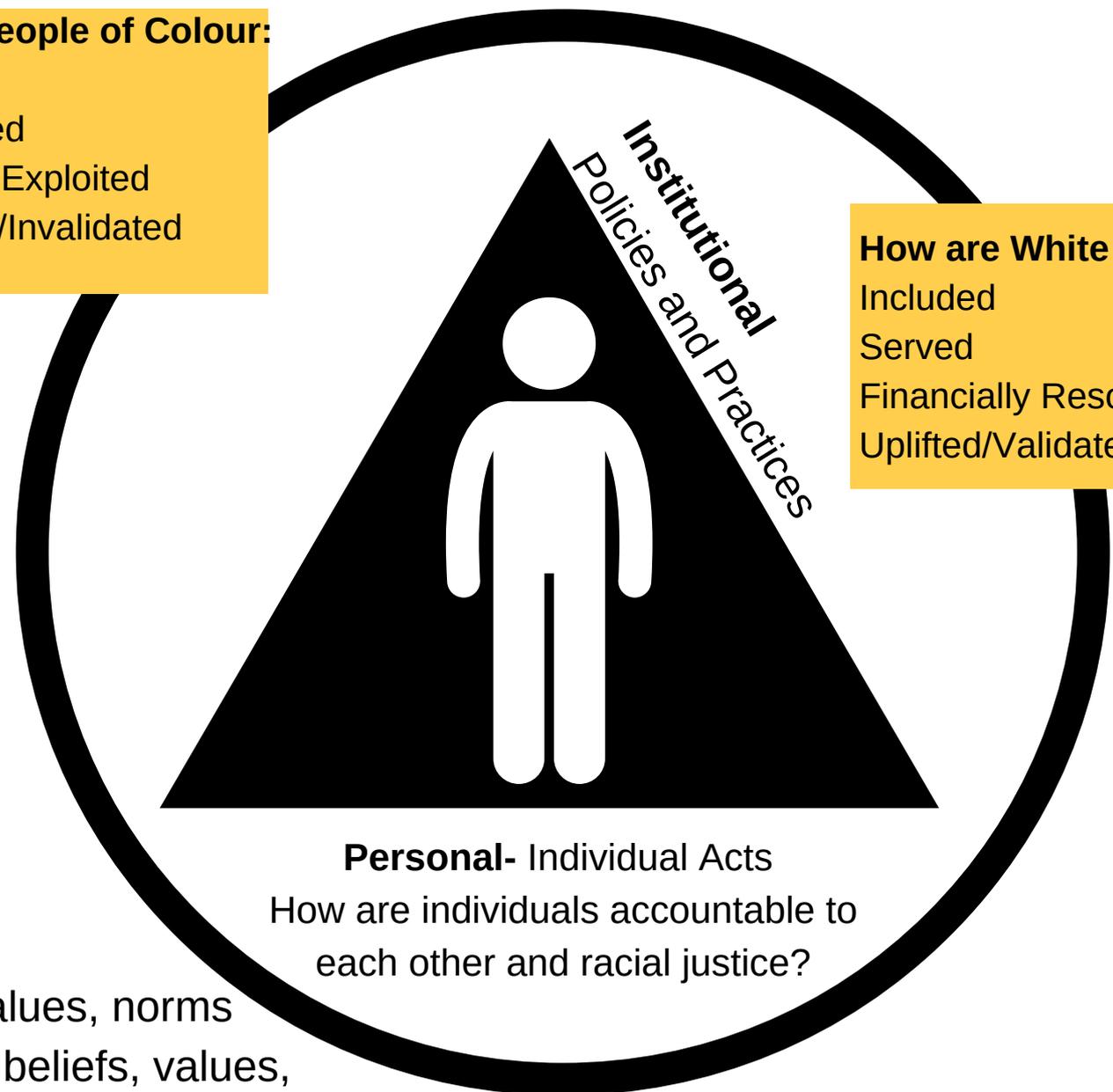
**YOU WILL FIND UK RELEVANT EXAMPLES ON THE NEXT PAGE**

### How are People of Colour:

Excluded  
Undervalued  
Financially Exploited  
Oppressed/Invalidated

### How are White People:

Included  
Served  
Financially Resourced  
Uplifted/Validated



# Cultural

## IQ/Intelligence

A British man Francis Galton, received many awards for his work on eugenics (the study of how to arrange reproduction within a human population to increase the occurrence of heritable characteristics regarded as desirable). It became increasingly influential in British Politics in 19th century and most recently (2014) brought into focus by Andrew Sabisky (PM advisor) who suggested racial differences in intelligence. He felt Black people were less intelligent than white people and on average will be at the boundary of “mild mental retardation” (Kate Proctor and Simon Murphy, 2020). The rise in eugenics was years before the rise in Nazi Germany with suggestions that Hitler was influenced by US policies and these were only frowned upon when Nazi Germany used it to justify its atrocities. However, the US and the UK forced sterilisation in communities such as North Carolina, Puerto Rico, California, and in Africa during colonisation before WW2 and was supported by Winston Churchill. This suggestion that IQ is heritable and also based on White British standards ensures that Black Britons will of course always fall short to support and promote white supremacy (Stote, 20214). These views were and still are heavily supported and explains the low expectations of Black British students in the education system.

## Medical

Black patients are half as likely to receive pain medication due to higher perceived pain threshold, belief that their blood coagulates quicker and more likely to be addicts (Amanda Holpuch 2016 and Staton et al., 2007).

Black women are 5 times more likely to die from complications in pregnancy and childbirth compared to white women. Many Black women stated they aren't taking as seriously (Emma Kasprzak 2019)

## Beauty Standards

UK and European Beauty standards are the complete opposite of a Black people in particular Black women. This has meant Black women have been excluded from ideas and discussions of beauty. This has led Black women having to assimilate within British Beauty culture, wearing straight hair (weave) or chemically straightening, being conscious of what they are wearing out of fears of looking hyper sexual and in some cases even practicing skin bleaching as darker skin tones are seen as unattractive. This has origins in slavery where the lighter skinned and smoother hair slaves were given more desirable jobs (often children of the slave masters who raped Black women). It has only been recently that the Beauty industry have acknowledged the needs of Black women but there is still quite a long way to go. Only 34% of models in Spring 2018 advertising campaigns were people of colour and the Black women that featured had straight hair (Josephine Otuagomah and Paige Lewin, 2018)

## Religion

As Black people were not welcomed in churches in Britain they had found their own spaces to worship. Black churches have been known historically for vibrant styles of worship, passionate preaching which doesn't reflect British Catholics and Protestant practices. This is due to the influence of traditional Afro-Caribbean practices which have been adapted to Christianity however, these traditions were often seen as uncivilised explaining the separation of races in Churches in the UK.

# Institutional

## Education

---

Black Caribbean children are three and a half times more likely to be excluded than all other children in primary, secondary and special schools- this does not exist because of underlying propensity to cause trouble but educators believe black children to be disruptive, hopeless and inferior (Kuba Shand-Baptiste, 2020)

Black, Asian and minority ethnic students are less likely to get a top degree than white students even with other factors controlled for (Adesewa Esther Adebisi, 2019)

Black students 1.5 times more likely to drop out of university compared to their white and Asian counterparts citing racism, lack of support and a decline in mental health (Georgina Lawton, 2018)

A number of Cambridge colleges admitted fewer than 10 Black students over a 5-year period and a number of Oxford colleges had failed to make a single offer to a black student in a 6 year period (Eleanor Busby, 2018)

## Employment

---

Black women have lost job offers due to their natural hair/black hairstyles deemed as unprofessional or messy (Natalie Morris, 2019)

Non-white people are concentrated in low-paid sectors and that was despite generally higher standards of academic attainment than most white groups (Damien Gayle, 2018).

Black, Asian and minority ethnic are twice as likely to be unemployed as their white counterparts (Francis Elliot, 2017)

Black people continued to face significant pay gaps compared to white workers which hold when qualifications, experience and job types are controlled. (Valentina Romel, 2019)

## Criminal Justice System

Black people are 40 times more likely to be stopped and searched by police officers than white people

The police are four times more likely to use force with black people than white people (David Lammy, 2017)

Only 7% of Judges in the UK are from Black or minority ethnic backgrounds (Fedora Abu, 2018)

Black representation in the police has remained low or even declined over an 11 year period (Ashleigh Webber, 2020)

## Healthcare

Black, Asian and minority ethnic are much less likely to receive the care and support when they need it and often face racism and racial discrimination

Black British adults had the highest mean score for severity of mental health symptoms, they were the least likely to receive treatment for mental illness (NHS, 2016)

# Personal

## Racist Attacks

71% of people of Black and ethnic minority backgrounds report experiencing racial discrimination and has been growing since Brexit

50% of younger Black and ethnic minority young people have seen racism online

55% of Black people have experienced someone making a racist joke (Robert Booth, 2019)

## Micro-aggression Actions Book

Crossing the street when you see a Black person coming towards you

Clutching your bag when a Black man walks towards you

Believing Black staff members are only security guards or cleaners

Talking over a Black person when they are trying to speak/ patronising what a Black person has just said

Treating Black people as if they are invisible

A security guard following a Black person around a shop

## MICRO-AGGRESSIONS PHRASE BOOK (USING REAL COMMON PHRASES)

"YOU ARE SO WELL SPOKEN"  
' WHY DO YOU SOUND WHITE?'  
" WHERE ARE YOU REALLY FROM?"  
"CAN I TOUCH YOUR HAIR"

"YOUR NAME IS TOO HARD TO PRONOUNCE, CAN I CALL YOU.....?"  
"IS THAT YOUR REAL HAIR?"  
"PULLING OUT THE RACE-CARD....AGAIN"

' I DON'T THINK YOU BELONG HERE, TRY THE NEXT ROOM'  
" YOU AREN'T WHAT I EXPECTED"  
"I'VE NEVER SEEN YOU AS A BLACK PERSON"

"IS YOUR FATHER AROUND?"  
"YOU'RE REALLY PRETTY FOR A BLACK GIRL "  
' I HAVE BLACK FRIENDS"



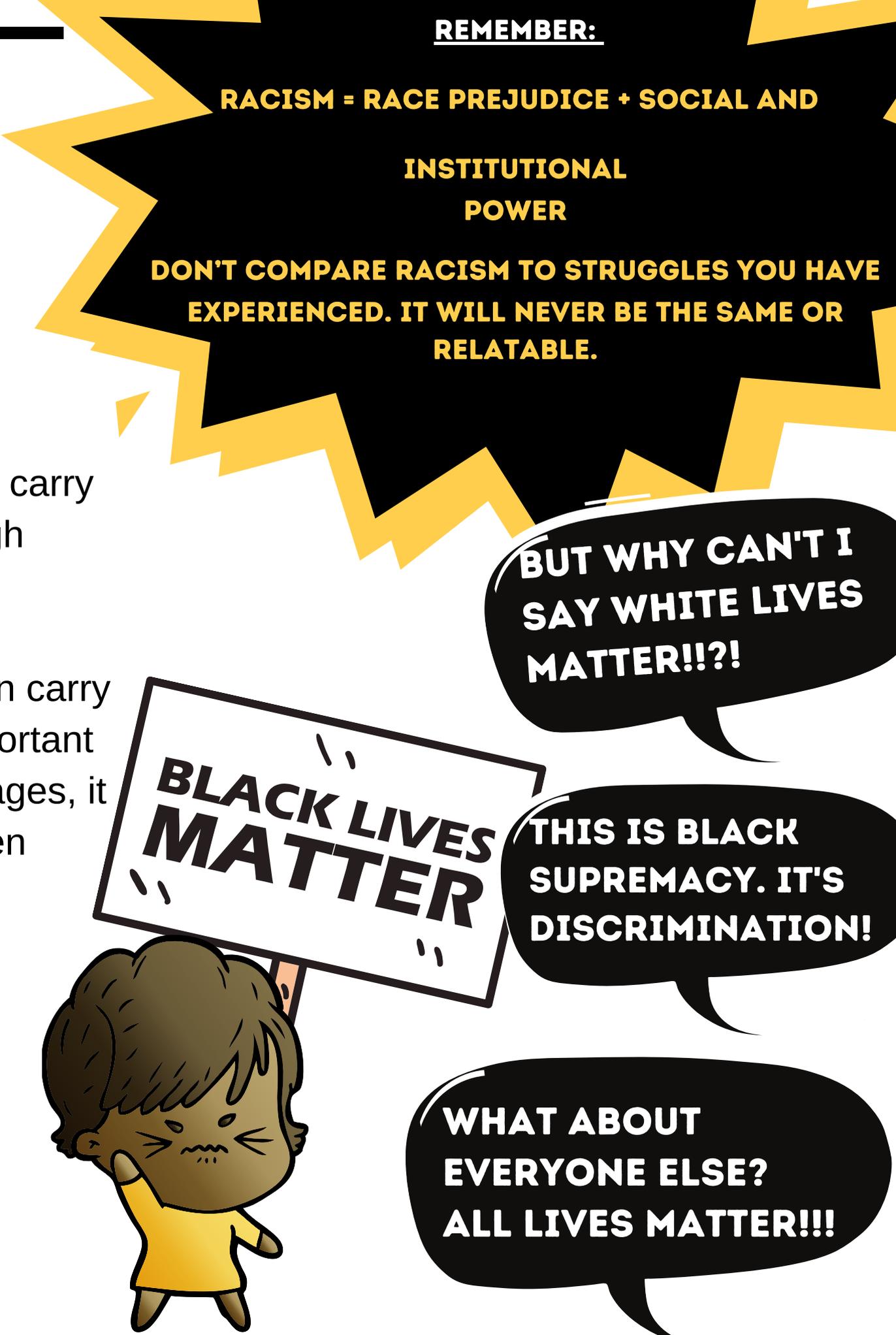
# Reverse Racism Myth

**Standard Definition: “the discrimination or prejudice against a racial or ethnic majority or racially dominant group”**

Racism is different from racial prejudice, hatred or discrimination. Racism involves having the power to carry out systematic oppression and discrimination through policies and practices in society.

This is why the standard definition of racism is too simplistic as it suggests that even the oppressed can carry out racism which isn't the case. That is why it is important to remember racism cannot happen without advantages, it cannot happen without systems and it cannot happen without power.

**REMEMBER:**  
**SAYING “I DON'T SEE COLOUR” DIMINISHES THE EXISTENCE AND FEELINGS OF BIAS, PREJUDICE AND RACISM. IMPLICIT BIAS MAKES SURE YOU DO, EVEN IF YOU SAY YOU DON'T**



**REMEMBER:**

**RACISM = RACE PREJUDICE + SOCIAL AND INSTITUTIONAL POWER**

**DON'T COMPARE RACISM TO STRUGGLES YOU HAVE EXPERIENCED. IT WILL NEVER BE THE SAME OR RELATABLE.**

**BUT WHY CAN'T I SAY WHITE LIVES MATTER!!?**

**BLACK LIVES MATTER**

**THIS IS BLACK SUPREMACY. IT'S DISCRIMINATION!**

**WHAT ABOUT EVERYONE ELSE? ALL LIVES MATTER!!!**

# White Privilege: Short Guide

“Standard definition: Inherent advantages possessed by a white person on the basis of their race in a society characterised by racial inequality and injustice.”

1. White Privilege does not mean you will not experience negative experiences and hardships throughout your life but it means that your race isn't the reason it is making things harder. There are other privileges (socio-economic, gender, heterosexual, cisgender, able-bodied) that impact people no matter their race. However, even then white people will still benefit from white privilege amongst these other experiences

2. White privilege exists as a direct result of both historic and enduring racism, biases and practices designed to oppress people of colour. The advantages you have received due to being white is because white people are set as the default

3. White privilege means that you will actively benefit from oppression of people of colour. The systems are made to benefit white people even if you are not aware of it. Racism is systemic and exists at every level of society. That is why doing nothing is still a problem.



## What to do with my privilege?

1. Teach other white people on this white privilege. Please do not leave it down to people of colour to be the only anti-racist voice. If you have acknowledged your privilege make sure those around you acknowledge their's too

2. Amplify Black Voices and listen to them. When Black people speak it can sometimes be met with dismissal or be silenced. Make safe spaces for Black voices to talk and be heard.

3. Be more than "I'm not racist" be actively anti-racist. Remember racism is systematic, saying you're not racist but benefiting from the systems is still complicit. Support Black groups that are trying to dismantle these systems and see what you can do in the system you work in

4. Be ready to confront racial injustices when it is uncomfortable. It is not great to be called out as the bad guy but letting this oppression continue is worse. White Fragility means you have been protected from the injustices so even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. This means the conversation will lose focus on the oppressed and return back to the oppressor and is counterproductive. People of colour have faced these injustices for their entire lives, the least you could do is be uncomfortable for 30 minutes.

# The UK is not innocent

## It's in the US that would never happen over here! Why UK History= White supremacy

Colonialism- The British were defined as explorers however, in reality they stole land from indigenous people across Africa and South Asia calling it the British Empire. Indigenous people were either forced off the land or brutally killed in numerous genocides that aren't part of the history books (see: Mau May Kenya 1950s). The British Empire still stands today as the Commonwealth after many countries fought for their independence. However, the only thing common between them is the wealth stolen from these countries by the UK which allowed it to be such a dominant and intimidating country.



Slavery- The British love to shout that they abolished slavery however, this does not negate that they took part in it for hundreds of years. Although slavery was abolished in 1833 the Treasury has paid around £16 billion to repay slave owners for the loss of their “property” and was still being paid to descendants of slave owners until 2015! This is a reminder of how profitable racism and white supremacy is as they have ensured that white people have still benefited and as to why the descendants of slaves have not seen a penny.

Civil Rights- There have been civil rights movements in the UK but they aren't told in UK history. The Bristol Bus Boycott, Campaign against racial discrimination (CARD), Notting Hill riots 1958, The Mangrove Nine, The MacPherson report to just name a few. They have been calls to radically change the UK curriculum as Civil Rights is part of UK History and that Black History month is used to talk about slavery rather than Black Britons many accomplishments (and its only one month out of the year).

Police Brutality- There have been countless incidents of police brutality and the murder of Black people in police custody across the UK for years. Just because they do not carry guns does not make the system and fatal outcomes any different. Since Stephen Lawrence murder and report (1999) which found the police to be institutionally racist there have still been countless other instances of police brutality which has cost Black people their lives; Rashan Charles, Sarah Reed, Adrian McDonald, Daniel Adewole, Azelle Rodney, Derek Bennett, Sheku Bayoh, Mark Duggan.

# The UK is not innocent

“Rashan Charles”

“Sarah Reed”

“Sheku Bayoh”

“Smiley Culture”

“Daniel Adewole”

“Azelle Rodney”

“Jimmy Mubenga”

“Cherry Groce”

“Rocky Bennett”

“Cynthia Jarrett”

“Brian Douglas”

“Joy Gardener”

“Seni Lewis”

“Kevin Clarke”

“Roger Sylvester”

“Adrian Thompson”

---

**Say their names!**  
**1500 and counting**

“Jean Charles de Menezes”

“Micheal Powell”

“Sean Rigg”

“Faruk Ali”

“Leon Briggs”

“Habib Ullah”

“Aston McLean”

“Kingsley Burell”

“Leon Patterson”

“Mark Nunes”

“Alton Manning ”

“Mark Duggan”

“Derek Bennett”

“Christopher Alder”

“Demetre Fraser”

“Ricky Bishop”

# Oppression, Discrimination + Intersectionality



Social Identity Theory emerged in the 1970s with the idea that people divide the world into categories used to separate themselves from others. Therefore, they will attribute certain characteristics and qualities to certain categories which leads to hierarchies or superiority assumptions.

This Social Identity wheel can be used as an example of different categories people will use to describe themselves. These identifiers will then be ranked based on their importance to an individual on a daily basis and those that are felt are most often used by others to categorise them. This activity will open discussion on discrimination and disadvantages all people will face regardless of their race but will also highlight intersectionality which is the “interconnected nature of social categorisation creating overlapping and interdependent systems of discrimination or disadvantage”.

#AllBlackLivesMatter ensures that we fight for all forms of oppression + discrimination faced by Black people. There is also sexism, homophobia, transphobia and ableism which will continue to oppress and discriminate. Racism needs to be acknowledged and addressed in all liberation movements.

**USE THIS WHEEL AS AN EXERCISE FOR ACKNOWLEDGING PRIVILEGES AND ALSO DISCRIMINATION YOURSELF AND OTHER PEOPLE AROUND YOU FACE**

# Black Men

“Thugs”

“Genetic Predisposition to Aggression/  
Psychosis”

“Absent-Fathers”

The negative public image of black men and boys, fuelled by the media, is likely to impact the achievements, outcomes and aspirations and may further be internalised by Black men. 7 in 10 news stories of black young men and boys related to some form of crime which is a higher figure than other groups (Cushion, 2011). This negative narrative has been hard to shake since Black people have been dehumanised and often been described as “savages”, “animals” and “uncivilised” (Human Zoos in London). There has been a constant battle between fighting stereotypes as well as appearing “whiter” to make life more easier.

Black people are 40 times more likely to be stopped and searched by the Police disproportionately affecting Black men (Mark Townsend, 2019). Many entertainment venues have door-policies which refuse entry to large groups of Black men out of fear of them causing “trouble”. Black Caribbean boys are 3 times more likely to be permanently excluded from school compared to their White counterparts (DCSF, 2009). This expectation of “trouble” by Black men has stemmed from the belief that Black men are more threatening and dangerous compared to White men even of similar sizes. This is further supported by an American study which found police officers would more commonly dehumanise Black people and associate them more with animals and those who did, had a history of using force against Black people (German Lopez, 2017). This can also be reflected in the disproportionate amounts of Black men in the Criminal Justice System, more likely to be subjected to police force and more likely to die in police custody out of the expectation of “trouble” (Wilson, 2019 and Finaly Greig, 2020).



Young Black men have the highest rate of unemployment out of any ethnic group (Damien Gayle, 2018)

Black men are up to 17 times more likely to be diagnosed with a serious mental health condition and 6 times more likely to be sectioned to a mental health hospital (Keith Dube)

Black boys are 10 times more likely to be arrested for drug offences and the odds of receiving a prison sentence were around 240% higher for BAME offenders, compared to White offenders (David Lammy, Review, 2017)

**ORGANISATIONS TO FOLLOW/SUPPORT:**

**DOPE BLACK DADS UNITED FRIENDS AND FAMILY CAMPAIGN**

**56 BLACK MEN BAMED RUNNYMEDE**

# Black Women

**Intersectionality is a term coined by Kimberlé Crenshaw in 1989 to explain how “Black women are discriminated against in ways that often do not fit neatly within the categories of either “racism” or “sexism”—but as a combination of both racism and sexism.**

White Women are the definition of femininity and Black women are therefore often described as too ugly, muscular and aggressive to be feminine. Black women have often been left out of both racial and gender inequality as they do not meet the description of what is it to “Black” or a “Woman”. The Suffragette movement (between 1858-1928) was not for equality for all women but mainly White middle-class women and they had references themselves to slaves, negroes and n\*\*\*\*\*s as they did not have the same rights as White men. “Ain’t I a woman” first a speech by Sojourner Truth a born into slavery activist (then later turned into a literature book by Bell Hooks), although not written down by herself explained the struggles of being both Black and a women and how both these intersections come with different forms of oppression.

Black women still suffer from negative stereotypes such as the belief of hyper-sexuality in which Black women have insatiable appetites for sex. This stemmed from colonisers viewing African traditional clothing and other cultural practices as sexually lewd which was used to justify the rape of Black women in slavery. Further, the fact that colonisers and slave masters would rape Black women and cause pregnancies (to increase slavery populations) this gave White woman the ability to justify their “purity”, “desirability” and “morality” compared to Black women.

This has continued throughout history which reflects:

- Black girls are seen as more sexually matured and less innocent than white girls (Blackburn Centre, 2019)
- Statistics show that Black women are less likely to be believed when reporting sexual assault (see origins of the MeToo Movement)
- The Single mother stereotype of Black women
- Black women’s bodies being fetishised but features only celebrated on white women (see Blackfishing)

## ORGANISATIONS TO FOLLOW/SUPPORT:

**BLACK GIRL FEST**  
**SISTAH SPACE**  
**GAL-DEM**  
**BLACK BALLAD**



# Black LGBT+

**The last barrier to legalising same-sex activity within the UK was in 2000**

**LGBT+ discrimination became illegal in 2010**

**Same-sex marriage became legal in 2014**

**Conversion Therapy is still legal in the UK today**

The Stonewall uprising 1969 took place within the broader civil rights movement and started the fight in the UK for discrimination 20 years later. Black Lesbians and Trans women (Key player: Marsha P Johnson) were the key people involved in the resistance but have been forgotten in history including the recent white-washed film “Stonewall. 2015”. The director stated his reasons for having a white male protagonist was for “a wide audience and an easy in for heterosexual audiences”. So not only to Black LGBT+ people have to fight for gay rights but they also need to fight white supremacy and racism.

Many LGBT black people say they feel excluded from mainstream Pride and other awareness/celebration events. They found that their representation of food, culture, music, art and performances were missing. They have found activities to be very “white-washed\*” and “cis-gendered”. They have also experienced racism both outside and inside the LGBT+ community meaning they are exposed to racism and discrimination in all directions.

61% of ethnic minority LGBT people have experienced racism through online dating apps or in person (Ben Hunte, 2020)

LGBT+ POC suffer disproportionate amounts of sexual harassment and sexual violence in the workplace.

Acceptance levels of homosexuality in Black and ethnic minority groups was 42% compared to 88% of white respondents

Black trans people are more likely to face discrimination of their race and gender as well as being under-represented and mis-interpreted in trans populations.

**ORGANISATIONS TO FOLLOW/SUPPORT:**

**BLACK PRIDE UK STOP HATE UK  
EXIST LOUDLY  
MERMAIDS**



# Black living with a Disability

## Disability is associated with vulnerability, lack of autonomy, social isolation and decreased earning power

Disability is often represented and often only humanised as a white face which has cultural, economic and medial implications.

Black people living with a disability are often overlooked in Disability activism and Black liberation movements. Studies have shown that Black people with impairments have the highest number of life areas which participation is restricted including education and leisure (Natalie Morris, 2018).

They are often left out on equality and impact assessments meaning they are not present in policy.

Black people with learning disabilities and their families continue to face health and social care disparities including language barriers, culturally insensitive policies and discrimination.

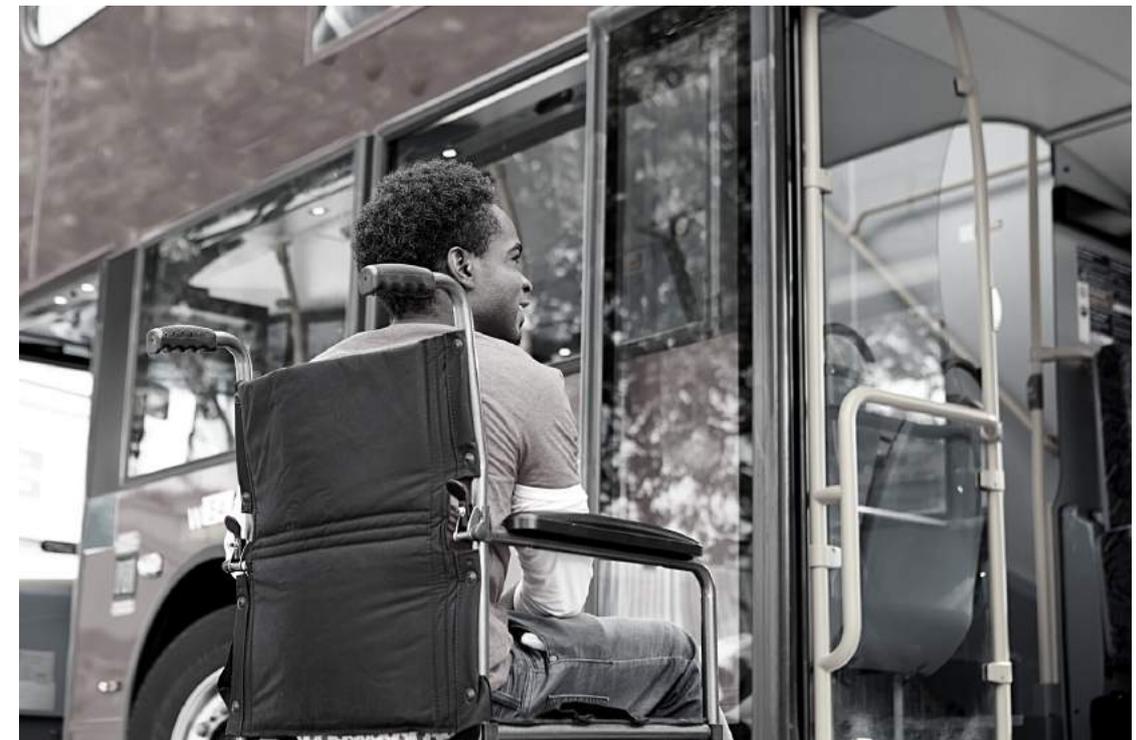
BME people account for 1 in 10 disabled people in the UK (likely to be an underestimate)

There is little research into the intersections between being Black and living with a disability which means that they are pretty much invisible in society and often forgotten about.

Nearly half of all BME disabled people live in poverty suggestions have been that they significantly earn less and have fewer opportunities to earn more.

Black men were found to delay help-seeking, hide symptoms, isolate and have fear in regards to their mental health diagnosis (Wilson, 2019)

Being from an Afro-Caribbean background significantly increases your risk of being diagnosed and detained for a severe mental health illness such a psychosis (MHF, 2019).



**PEOPLE TO FOLLOW/SUPPORT:**

**THE TRIPLE  
CRIPPLES  
BLACK MINDS MATTER**

# Glossary

**BME/BAME-** An acronym used to represent Black, Asian and ethnic minorities. Their experiences are not the same so let us try and move away from this.

**Conversion Therapy-** Conversion therapy (or 'cure' therapy or reparative therapy) refers to any form of treatment or psychotherapy which aims to change a person's sexual orientation or to suppress a person's gender identity. It is based on an assumption that being lesbian, gay, bi or trans is a mental illness that can be 'cured'. These therapies are both unethical and harmful.

**Colonisation-** the action or process of settling among and establishing control over the indigenous people of an area.

**Colourism-** prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group originates from racism.

**Cultural Assimilation-** the process in which a minority group or culture comes to resemble a dominant group or assume the values, behaviours, and beliefs of another group.

**Eurocentric-** focusing on European culture or history to the exclusion of a wider view of the world; implicitly regarding European culture as pre-eminent.

**Intersectionality-** the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Micro-aggressions-** is a subtle, indirect discrimination against a marginalised group. Does not always have to be about race, can be based on gender, sexuality and physical ability too

**People/Person of Colour-** A person who is not white or of European heritage. That is a lot of people, cultures and experiences to group together!

**Police Brutality-** civil rights violation where officers exercise undue or excessive force against a subject. This includes, but is not limited to physical or verbal harassment, physical or mental injury, property damage, and death.

**Reverse Racism-** It's not a thing. You can skip this one.

**Skin Bleaching-** is a cosmetic procedure that aims to lighten dark areas of skin or achieve a generally paler skin tone

**White Fragility-** discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

**White Guilt-** the feelings of shame and remorse some white people experience when they recognise the legacy of racism and racial injustice and perceive the ways they have benefited from it.

**White Tears-** a tactic many white women employ to gain sympathy and avoid accountability by becoming the victim and accusing the accuser of being aggressive

**White-washing-** to describe the practice of casting white individuals or history over the People of Colours

# Resources

## Academic Resources

Killing the Black Body/ Fatal Invention Dorothy E Roberts  
The Racial Contract by Charles W. Mills  
Black Skin, White Masks by Frantz Fanon  
The New Human Rights Movement by Peter Joseph  
How To Argue With A Racist: History, Science Race and Reality by Adam Rutherford To  
Die For The People by Huey Newton  
Black Against Empire by Joshua Bloom and Waldo Martin  
Race without Racists by Eduardo Bonilla-Silva  
The New Jim Crow by Michele Alexander  
Ain't I a Woman- Bell Hooks

## Books

Brit(ish) by Afua Hirsch  
Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge  
Me and White Supremacy by Layla F Saad  
The Heart of the Race by Beverly Bryan, Stella Dadzie and Suzanne Scafe  
Americanah\* by Chimamanda Ngozi Adichie  
How to Be Black by Baratunde Thurston  
Things Fall Apart by Chinua Achebe  
In the House of the Interpreter by Ngugi wa Thiong'o\*  
Rainbow Milk by Paul Mendez  
Girl, Woman, Other by Bernadine Evaristo  
The Hate U Give by Angie Thomas  
How to be anti-racist Ibram X.Kendi  
Natives: Race and Class in the Ruins of Empire by Akala  
Staying in Power- Peter Fryer

## Visual Media

When They See Us on Netflix  
Thirteenth on Netflix  
The Black Panthers: Vanguards of the revolution  
Dear White People on Netflix  
I am not your Negro  
Fruitvale Station Ryan Coogler  
Black Power Mixtape:1967-1975  
We should all be feminist- Chimamanda Ngozi Adichie Ted Talk  
No you cannot touch my hair Mena Fombo Ted Talk  
Let's get to the root of racial injustice Megan Ming Francis Ted Talk  
The Dangers of Whitewashing Black History David Ikard Ted Talk

## Instagram handles

@Archiveafrica

@decolonisetheheartworld

@nonwhitesaviours

@Goddessplatofrm

@blackculturalarchives

@theblackcurriculum

@fillintheblanks

## Podcasts

About Race

Diversity Gap

1619

BLACKLIVESMATTER

You're pretty for A....

How to be Antiracist

**THIS GUIDE IS JUST THE  
BEGINNING, DON'T RELY ON  
BLACK PEOPLE TO CONTINUE  
TO EDUCATE YOU. THERE ARE  
PLENTY OF RESOURCES OUT  
THERE ! WE ARE TIRED!**

# Sources

@meetingofmindsuk A guide to White Privilege

@buyblackglobal 4 informative pages curated by black people

@das.penman- Racism & the UK: What they didn't teach us in schools

@uomfeministcollective- The UK is not innocent

UK schools have targeted black children for generations- Kuba Shand-Baptiste

<https://www.independent.co.uk/voices/school-racism-black-students-exclusions-hair-kiss-teeth-a9280296.html>

White Fragility- Robin DiAngelo <https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>

DRWORKSBOOK-Racism Defined <https://www.dismantlingracism.org/racism-defined.html>

The UK is Not Innocent- Wail Qasim

<https://novaramedia.com/2020/06/01/the-uk-is-not-innocent-police-brutality-has-a-long-and-violent-history-here/>

Black Lives Matter <https://blacklivesmatter.com/>

What counts as everyday racism? Jasmine John <https://drive.google.com/file/d/1QpBJK1IT8F8tZNE7aRCytDMOMOIIVi6/view?ths=true>

As a black student, I know why our grades are worse- Adesewa EEster Adebisi

<https://www.theguardian.com/education/2019/may/02/as-a-black-student-i-know-why-our-grades-are-worse-universities-dont-listen-to-us>

Why do black students quit university more often than their white peers

<https://www.theguardian.com/inequality/2018/jan/17/why-do-black-students-quit-university-more-often-than-white-peers>

Cambridge University says it cannot do more to admit Black British students on its own- Eleanor Busby

<https://www.independent.co.uk/news/education/education-news/cambridge-university-student-diversity-colleges-black-applicants-oxbridge-a8382136.html>

Many women of colour don't go to the police after sexual assault for a reason

<https://www.theguardian.com/commentisfree/2015/mar/25/women-of-color-police-sexual-assault-racist-criminal-justice>

Racism rising since Brexit

<https://www.theguardian.com/world/2019/may/20/racism-on-the-rise-since-brexit-vote-nationwide-study-reveals>

Stote, K. (2014, April 28). Colonialism. Retrieved June 8, 2020, from <http://eugenicsarchive.ca/discover/tree/535eeaf37095aa0000000216>

Stonewall Uprising

<https://www.stonewall.org.uk/about-us/news/stonewall-uprising-50-years-lgbt-history>

Inclusivity supporting Black trans people-Sabah Choudrey

[https://www.gires.org.uk/wp-content/uploads/2016/02/BAME\\_Inclusivity.pdf](https://www.gires.org.uk/wp-content/uploads/2016/02/BAME_Inclusivity.pdf)

Challenging racism in the LGBT community- Pav Akhtar

<https://www.stonewall.org.uk/cy/node/79901>

Black Pride- Micheal Baggs <https://www.bbc.co.uk/news/newsbeat-44725126>

Should white members of the LGBT+ community be allowed to attend Black Pride 2019

<https://www.independent.co.uk/voices/uk-black-pride-lgbt-racism-people-colour-stonewall-a8991976.html>

Reaching out- to people with learning disabilities in BME backgrounds

<https://www.mentalhealth.org.uk/sites/default/files/reaching-out-report1.pdf>

Andrew Sabisky: Boris Johnson's ex-adviser in his own words- Kate Proctor and Simon Murphy

<https://www.theguardian.com/politics/2020/feb/17/andrew-sabisky-boris-johnsons-ex-adviser-in-his-own-words>

The stages of Loss (of Normality) Ebonie Wilson 2019

[https://drive.google.com/file/d/1Ez7q-wi\\_SpFlpUCndSqrmYt5IE5LM7MA/view?usp=sharing](https://drive.google.com/file/d/1Ez7q-wi_SpFlpUCndSqrmYt5IE5LM7MA/view?usp=sharing)

Why 2018 was significant in Black British Beauty Industry- Josephine Otuagomah and Paige Lewin, <https://melanmag.com/2019/01/11/why-2018-was-a-very-significant-year-for-black-british-beauty-industry/>

The Triple Cripples <https://thetriplecripples.uk/about-us>

Meet the Triple Cripples- Natalie Morris

<https://metro.co.uk/2018/12/11/meet-triple-cripples-black-disabled-women-fighting-three-layers-oppression-8231398/>

'They think I'm a gangster': the young black men caught in joblessness- Damien Gayle

<https://www.theguardian.com/society/2018/dec/06/young-british-black-men-change-their-names-to-increase-chances-of-being-hired>

When race matters: Disagreement in pain perception between patients and their physicians in primary care. Staton, L. J., Panda, M., Chen, I., Genao, I., Kurz, J., Pasanen, M.,... Cykert, S. (2007).

The already disadvantaged and little understood BME disabled community will suffer greatly under austerity measures-Robert Trotter '

<https://blogs.lse.ac.uk/politicsandpolicy/bme-disability-scope-trotter/>

Black patients half as likely to receive pain medication as white patients, study finds-[Amanda Holpuch](#)

<https://www.theguardian.com/science/2016/aug/10/black-patients-bias-prescriptions-pain-management-medicine-opioids>

Study: people see black men as larger and more threatening than similarly sized white men-By [German Lopez](#)

<https://www.vox.com/identities/2017/3/17/14945576/black-white-bodies-size-threat-study>

Black people are twice as likely to die in police custody in UK - according to statistic-[Finlay Greig](#)

<https://www.donsidepiper.co.uk/read-this/black-people-are-twice-likely-die-police-custody-uk-according-statistics-2876490>

Media representations of black young men and boys Stephen Cushion,

<https://orca.cf.ac.uk/28559/1/2113275.pdf>

The Historical Roots of the Sexualization of Black Women and Girls- Blackburn centre <https://www.blackburncenter.org/post/2019/02/20/the-historical-roots-of-the-sexualization-of-black-women-and-girls>

How white women use strategic tears to silence women of colour Ruby Hamad <https://www.theguardian.com/commentisfree/2018/may/08/how-white-women-use-strategic-tears-to-avoid-accountability>

Facemire, V. (2018). Understanding the Insidious Trauma of Racism: An Exploration of the Impact of Racial Socialization, Gender, and Type of Racist Experiences. Retrieved from <https://etd.ohiolink.edu/>

NHS Digital (2016) Adult Psychiatric Morbidity Survey: Survey of Mental Health and Wellbeing, England 2014.

LGBT rights in the UK <https://www.equaldex.com/region/united-kingdom>

@UoMFeministCollective-Black Lives Matter Resources

<https://docs.google.com/document/d/1RwummvhwOujj3gAGQ5wwHVluTnoYjOX6X9uVNBKwn7I/mobilebasic?fbclid=IwAR010ZBeANLpetJb-vxoY6fDIEnhvupnU5evu79TOwyjhWKee8noBoBnMgg>

Britain has profiled black boys as criminals - Fedora Abu

<https://www.independent.co.uk/voices/uk-black-teenagers-criminal-profiling-racism-prison-sentences-white-children-a8470041.html>

Black police representation has barely increased in 11 years- Ashleigh Webber

<https://www.personneltoday.com/hr/bame-police-representation-police-foundation/>

The UK most follow New York in banning hairstyle discrimination-Natalie Morris 2019

<https://metro.co.uk/2019/02/20/the-uk-must-follow-new-yorks-lead-in-fighting-racism-by-banning-hairstyle-discrimination-8680617/>



**Contact:**  
**Ebonie Wilson**  
**Community Engagement Worker**  
**Women and Girls Network**  
**[ebonie.wilson@wgn.org.uk](mailto:ebonie.wilson@wgn.org.uk)**

