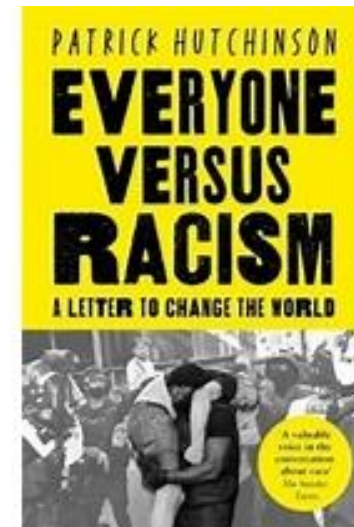


Everyone Versus Racism

Patrick Hutchinson

Read and reviewed by Alyson Malach



My inspiration

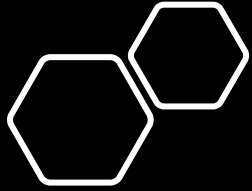
- This book has travelled with me to Manchester, Durham, Tenerife and around my home.
- It has been a compulsive read and I have been moved to tears, smiled and written copious notes to inform my everyday practice in delivery of anti- racism training
- It is definitely a must read and I encourage you all to read it for your next book
- I too will read it again to further understand the issues and actions needed as I have grandchildren that I want to change the world for



Everyone versus Racism

An emotional letter from Patrick to his children and grandchildren.

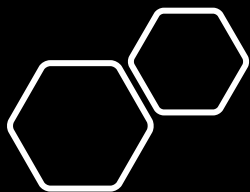
Writing from the heart, he describes the realities of life as a black man today and why we must unite to inspire change for generations to come.



'A

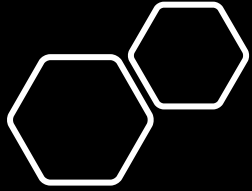
powerful open letter about racism'

- He just wants equality, equality for all.
- At the moment, the scales are unfairly balanced and he just wants things to be fair for his children, grandchildren and future generations.
- On 13 June 2020, Patrick Hutchinson, a Black man, was photographed carrying a white injured man to safety during a confrontation in London between Black Lives Matter demonstrators and counter-protestors.
- The powerful image was shared and discussed all around the world.
- Everyone versus Racism is a emotional letter from Patrick to his children and grandchildren.
- Writing from the heart, he describes the realities of life as a Black man today and why we must unite to inspire change for generations to come



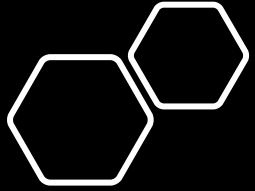
Quotes from the book

- If kindness and fairness were made a priority in everybody's hearts and minds, even if just for a moment, the world would change in a day
- To 'not see colour' is to unconsciously erase the experiences of people of colour that have occurred as a direct result of their race
- Perception is a funny little thing. In a split second, with a passing comment or a provocative headline, something you would never have assumed about a person becomes fact in your mind's eye. And for this perception to change it must be replaced with something else. The more that perception is supported, validated and perpetuated, the harder it becomes to change and the more cemented it becomes in your belief system



Quotes from the book

- Ask the black female boss how often she's been asked whether the business that she has created is actually her own. And then ask them both how many times they've overcompensated on their British accent to avoid judgement on their culturally charged tongue. Ask the black man how many times he's had to crack a black race joke or laugh at one to break a layer of white ice. Ask the young black accountant how many times he's had to show his ID to get into his own building in comparison to his white colleagues. Ask him how often he's been pulled over for no other reason than being a black man in a nice car.



Quotes from the book

An academic way of saying that sometimes people do not mean to display racism, but they do it anyway because it is learnt behaviour, taught without consideration of the impact it will have on a select group.

Black people are over-policed, and under-protected

How can we ever appear unarmed if our own skin has been weaponised?

Shame gets in the way of experiencing pride in your ethnicity

Quotes from the book

“London has been my home for 50+ years. I know it comes with its bias, but its is still mine. Even if it does not want to be”

“When I visit Jamacia, I am reminded of how much of a Londoner I am. My Jamaican family never let me forget it. The call us “the English boys” when we come over.

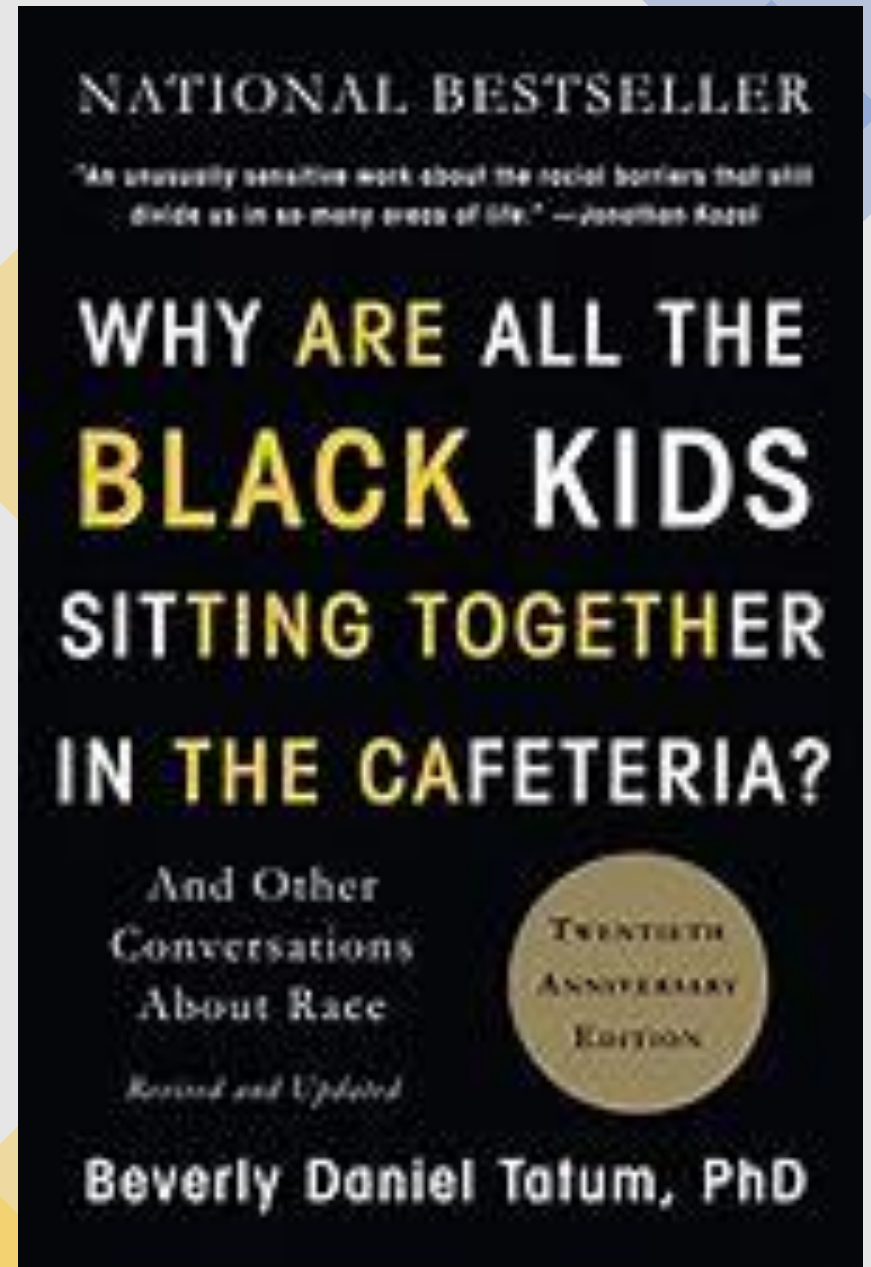
“Funny because an English person would never claim me. They call me Jamaican. We are not fully accepted anywhere”

Quotes from the book

- “As wholesome as I feel, I know that a large part of me is a mystery. One that has the power to transform my entire identity.
- Growing up I would cringe when I had to write my name on things.
- It was a constant reminder that I was wearing my slave master’s investment around my identity like a bow so much of my history was erased along with my name.
- Sometimes I see my name as a question mark.
- Through carrying on the slave name my identity is labelled as inferior”

**Why are all the Black kids sitting
together in the cafeteria**
Beverly Daniel Tatum

*Read and
reviewed by Rick
Walker*



My thoughts: Rick Walker

- I was surprised to discover that this is a 20th anniversary edition of a book first published in 1997.
- There have of course been massively important events in that period and Tatum spends the first part of the book examining them. Perhaps most strikingly I doubt that when she wrote the first edition Tatum could have envisaged the US having a Black president. Nor might she have anticipated the emergence of movements such as Black Lives Matter, which grew out of events in Ferguson following the murder of Michael Brown in 2014.
- The book takes us past the election of Trump in 2016 and the wave of hate crime of all sorts which followed it, but could not foresee either the world wide spread of BLM after the murder of George Floyd nor the rise of the neo Nazi militias in the US leading to the attack on the Capitol on January 6th 2021

My thoughts

- This is a dense and quite academic book, more so than I had expected even though the topic matter is of course academia.
- Tatum devotes a lot of time to examining a broad spectrum of patterns of racism in the US in recent times.
- In essence her conclusion is that although much has changed, much remains the same.
- Indeed she asserts that in some cases change has provoked a backlash with far reaching and lasting negative effects.
- For example the election, and re-election of Obama, led, she believes in time to the resurgence of white nationalism and to the introduction of numerous examples of voter suppression.

My thoughts

- Although she describes herself as 'an optimist by nature', she also recognises that the book consists largely of bad news.
- She focuses on three major examples of bad news.
- The first is the backlash against affirmative action, and this is absolutely crucial to the theme of the book, because it has had a chilling effect on the access to education for Black, Latinx and American Indian students, leading to an increasingly segregated school system.
- The second is the period of austerity following the banking crash in 2008, which has had a disproportionate effect on low income families and particularly for Black and Latinx families.
- She examines at length historic and modern day discrimination in housing, including the process of 'red lining' to exclude Black families from desirable neighbourhoods.
- The third example is mass incarceration of Black people, and Black men in particular.
- She gives examples which seem incredible, of Black people being heavily fined for minor traffic violations or for not cutting their lawn, and ending up in prison for years.
- She also documents the lengthy catalogue of murders of Black Americans by police officers.

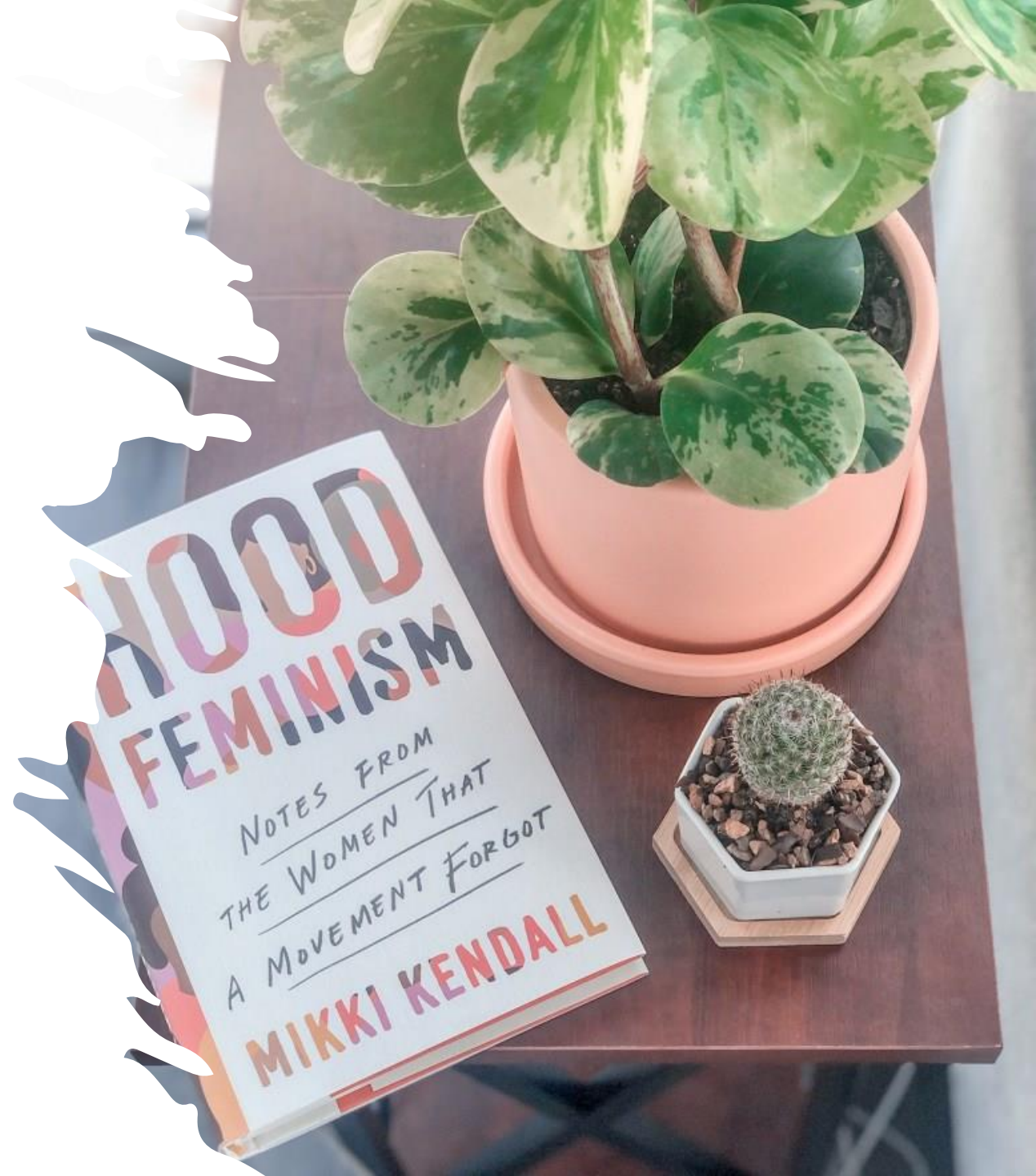
My thoughts

- She examines at some length the complex range of multiracial family arrangements to be found in the US, as a result of numerous interactions between communities which have arrived in successive waves of immigration, and the discrimination which different groups face.
- At the heart of the book is her examination of identity development, from early years through adolescence and into adulthood.
- The introductory sections of the book are in essence establishing a backdrop against which students, both Black and White develop their cultural identities.
- The process of increasing segregation in high schools means that in the more prestigious schools Black students are likely to be in a minority, represented at a far lower rate than in the general population.
- She notes a range of issues which encourage Black students to group together, including stereotyping, the discrimination against migrants, and (paradoxically) 'colour blind ideology'.
- Tatum does not have a single answer to this but she does point to 'Signs of Hope', such as campaigns in colleges to remove American Indian and Alaska Native names from college sports teams, along with logos.
- She also talks about cross-racial initiatives, such as those based on Truth and Reconciliation Commissions.
- But altogether this is a tough read.

Hood Feminism

Mikki Kendal

Read and reviewed by
Jo Turner Atwell



The book

- The fights against hunger, homelessness, poverty, health disparities, poor schools, homophobia, transphobia, and domestic violence are feminist fights.
- The book offers a feminism rooted in the livelihood of everyday women.
- A rousing call to action and I recommend it for everyone.
- Today's feminist movement has a glaring blind spot, and paradoxically, it is women.

The Book

If you're white and you identify as a feminist, then I urge you to read this book.

It is worldview-shattering and guilt-inducing, but that's part of having your eyes opened to the suffering around you.

It isn't fun by any means, but you can't alleviate suffering you know nothing about (even if many of us think we can).

One of the biggest issues with white feminism is the centering of our feelings instead of the actual devastating suffering of marginalised women.

Even people who think they are helping are really just putting on a show of performative activism, hoping for ethnically diverse women to congratulate us for stealing the proverbial microphone and making everything about us.

Meanwhile, the less privileged are no better off and can even be perceived by the self-proclaimed feminists and allies as ungrateful.

Inclusive Conversations

Read and reviewed by Michelle Gull



The Book

- What is impressive is not only how the author builds a case for the urgent need for **inclusive conversations** but that she also gives specific strategies and competencies to turn theory into practice.
- Author Mary-Frances Winters presents how to hold inclusive conversations in a way that creates a safe space for both parties to feel comfortable contributing to the conversation.
To add to this, she includes summaries after each chapter AND discussion/reflection questions.
- Her real life examples add so much value as you can relate to these stories.
- For those of us who enjoy experiential learning, she has also incorporated that adult learning theory in this book.
- If you are a diversity, equity, and inclusion practitioner or are involved in facilitating leadership and professional development work, this book is a must-have resource!

The Book

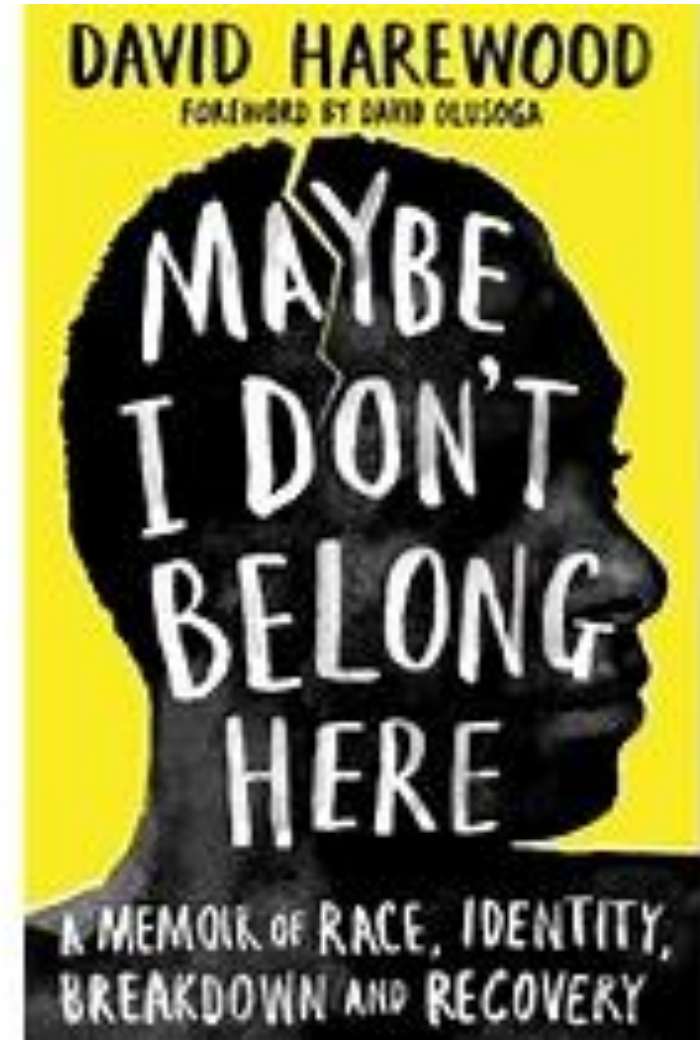


- It is a good idea for organisations to use this book throughout everyday practice to provide a foundation for leaders and team members to hold conversations on race and other diversity issues.
- In our book club discussion Michelle said that she had got so much out of reading the book.
- She acknowledged where previous conversations went wrong and wished she'd have had this book sooner.
- It is an easy read and so informative
- A solid book with great insight and examples.
- The depth is spot on.
- Great advice to leverage and bring forth tough topics.

I Don't Belong Here

David Harewood

Read and reviewed by Claire



The Book



- The life story is gripping and so many of the issues of race belonging and identity are addressed with a poignant vulnerable and humanity that one doesn't see very often in books like this.
- It's the type of book to reread chapters of from time to time.
- I respect the man even more after having devoured this tour de force of a life story.
- Simply brilliant.
- The book has given me food for thought and does show me that anything is possible despite hurdles and stumbling blocks along the way.
- Racism exists in this country and everyone does their best to hide and disguise the way Black people have been treated by white people since the beginning of time it would seem.
- A thought provoking and excellent read and highly recommended.

The Book

- I am glad that I have been taken out of my comfort zone.
- I learnt a lot, this was an honest, I feel, story, it came from the heart.
- The story is told with humility, honesty, and humour.
- His story holds value for countless and nameless others whose story he is highlighting.
- He paints a vivid picture of his stays in hospital, his thoughts and bizarre behaviour. While in hospital he talks about the over-medication, hopelessness, lack of information and the treatment
- The stories brings tears to your eyes, a few smiles along the way and joy because we see that he made it.
- It offers hope and opportunity.

The Book

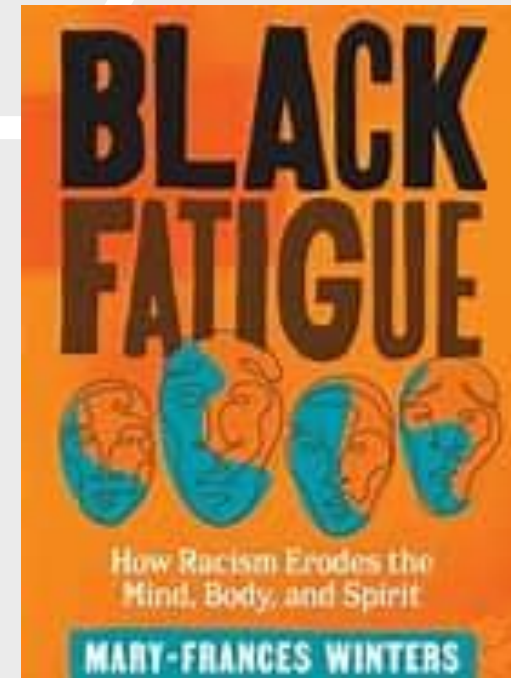
- However, it is a very personable read, like a conversation with a friend where you are kept fully engaged.
- You have passing thoughts about some issues whilst understanding that things are left unsaid because they are for another time.
- It is a true story which is representative of so many of our own.



Black fatigue

Mary Frances Winters

Read and reviewed by Nicole Peterson



The Book

- **Black Fatigue:** How Racism Erodes the Mind, Body, and Spirit has helped me sort through my emotions.
- Part educational tool, part self-help guide, Black Fatigue is one of the most topical antiracist reads
- Black Fatigue's third chapter, "Then Is Now" is the strongest segment of the entire book. If you've any doubts of systemic racism's existence, I implore you to at least read this chapter. So much of the data, sourced from non-partisan entities, makes it impossible for anyone to deny our current situation.
- Black Fatigue is a life-altering work.
- It belongs on every reading list, and I feel lucky to be among its readers.
- Buy it, read it, share it.

The Book

- This book is just so well laid out.
- It introduces a lot of concepts and very digestible.
- It's great because it offers little bites of information that the author walks you through.
- And references additional material to learn from if you want to expand further on the topic.
- It introduces a concept, keeps it easy to understand, walks you through examples or anecdotes of how it is relevant in the daily lives of ethnically diverse individuals, and then provides a solution or further resources.
- It's truly a great book that needs to be incorporated into the high school, college classrooms as well.
- I think this book will help us do a better job by beginning the process of understanding just how fatiguing it is to be an ethnically diverse individual living in systemic racist structures and societies

Book Club Members

Lessons learned and Pledges



Lessons learned and Group Pledges

- We need to learn to contribute
- Wait to be invited
- We need to fight back
- Pledge to:
 - Review the organisations EDI policy- rename it Anti-Discriminatory Policy
 - Commission some Bystander training
 - Establish a Language Group

Lessons Learned and Group Pledges

- Stop saying “I don’t see colour” we need to see colour if we are going to take action/recognise needs
- Acknowledge our privilege, positions etc
- Continue making progress and have courageous conversations in/outside of work
- Start working in a more strategic way
- Embed anti-racism in everyday practice
- Talk with staff about what we read and discussions we have at the book club
- Encourage others to read the books we are reading and discuss them at staff meetings

Lessons Learned and Group Pledges

- Start courageous conversations with friends about how to be an anti racism Ally
- Stop minimising/dismissing peoples lived experiences
- Start acknowledging my own power/privilege
- Stop being a passive Bystander- speak up/speak out and support
- Stop feeling comfortable, lean in to the discomfort
- Start looking at intersectionality as opposed to one characteristic
- BHM is 12 month annually not just 1 month

Finally

Diversity is being invited to the party.

We only invite people to our home that we see as worthy and similar.

To be anti-racist in this scenario is party with people who are different even when they arrive through a friend or wander in off of the street.

Having visibly different people in the room is the minimum.

Finally

Equity is having an accessibility ramp to the door.

Not everyone can walk up the steps or through the door.

Having the resources available to allow people with different abilities to get into the party is equity.

Saying that anyone can come to your island but not providing a boat is disingenuous.

Access requires a conscious effort to provide resources.

Finally

Inclusion is being asked to dance or being offered refreshments or being asked to help clean up.

The fortunate few who have never stood awkwardly at a party waiting to fit in don't understand how you can be surrounded by people and feel alone.

The people with power control inclusiveness.

The social, financial, or organisational boss determines who is included.



Finally

Belonging is deciding the music, decorations or food.

The best party is always the one you hate to leave because you feel like it is your party.

It becomes your party when you are a part of it sharing responsibility according to your talents not sitting around hoping to fit in.

From Equality to Liberation

