

**ANTI-RACISM:  
LEARNING  
THINKING  
PRACTICE**

**brap**



# ABOUT BRAP

brap is a charity transforming the way we think and do equality. We are 21 years old this year and were established to be an independent, transformative force in the equalities sector. For more information, please go to: [www.brap.org.uk](http://www.brap.org.uk).

We recognise we need to be courageous in our approach to addressing inequality. Our response to these issues can't be formulaic because equality deals with people – and people are, and always will be, unpredictable. We believe in approaching every situation as complex and unique. We don't believe in particular ways of working: we believe in what works. We therefore base our training, development, and support on findings from research on what works – and importantly, what doesn't. We draw from a range of disciplines, for example, sociology, psychology, organisational development, power dynamics and deep democracy as ways of understanding and delivering within the complexity that many of our partners face.

# THESE ARE OUR VALUES

## PASSIONATE

Equality is our mission. Literally. We're a charity whose sole purpose is to make people's lives fairer and more equal. This means our concern is never pounds, shillings, pence. Instead, we're focused on delivering outcomes that make equality a reality - whatever that takes.

## PROGRESSIVE

If there's one thing we've learnt in all our years as an equality's charity, then we wouldn't be very good at our jobs. Luckily, though, we've learnt a lot and we use this knowledge to provide interventions based on the latest thinking and research. Our work moves away from what has always been done to what is evidence-based or effective. In some cases, this means experimenting with new approaches/ideas – we are not afraid to try!

## PERSONAL

We pride ourselves on delivering support that is bespoke to your organisation and the people you serve. This doesn't mean being changeable or a teacher's pet. Instead, it means listening to your concerns to truly understand what you need.

## EMPOWERING

We believe equality shouldn't be a spectator sport. Everyone has a role creating a fair society – they just need to understand what they can do on a day-to-day basis. All our work aims to stimulate new energy and enthusiasm for human rights by offering support that is practical, effective, and fun.

# HOW WE CAN HELP

We are living through unprecedented times. Times which not only require us to think differently about how we live together and survive this pandemic, but also times which have forced countries and institutions to think critically about the role they play in anti-racist practice. In relation to anti-racist practice we have, of course, been here before. But perhaps this time there is a perfect storm – bringing together sadness and horror, with a glimmer of hope, in a way that might provide lasting opportunity and benefit for all.

brap work to effect sustainable change. We stand firm in our belief that much of what we do in the name of equality doesn't really make the difference we want it to make. Our approach therefore is one of learning and collaboration. We are not so arrogant to believe that we have all the solutions, but we believe we ask better questions which force us all to think more critically about what we do and the impact that we want to have.

# STRATEGIC SUPPORT

Racism is a tangled web. All of us – including the institutions that serve and support us – maintain its status quo. But what difference would it make if a few organisations began to think and act differently? Began to recognise that they had a choice and that acting on this choice could literally save lives?

Like *The Matrix* (that iconic 90s film) racism is everywhere: it is all round us; it is the world that has been pulled over our eyes to blind us from the truth. For those of us who remember the film, it offers a description of how we occupy the world with a kind of false consciousness that only a few become awakened to.

What would happen if you were offered the red pill? You may remember that taking the red pill wakes you up to the real world. The choice is irreversible. And when you do wake up you are faced with a choice – will you be someone who has the courage and stamina to face discrimination head on? Recognising that this is a long, hard journey, brap offer you intermittent strategic support: a different lens to look through and to understand the impact that you are trying to make. This advice can help you to map out your journey, understand more about your destination and support you at critical decision making points.

# ANTI-RACIST PRACTICE

brap have had an established programme of anti-racist practice since our inception. Racism has always been on our agenda, but we have frequently had to 'push' for this to be recognised as a need. We find ourselves now in the reverse position, with many people contacting us to explore how they get closer to developing anti-racist practice within their work. We have a number of programmes which can support your aspirations in this area, as you can see on the following pages...

# LET'S TALK ABOUT RACE

Understanding why 'race' is so challenging to discuss, exploring the centrality of our positions and how this impacts our understanding of racism, and also addressing terminology issues

# CLUMSINESS AT THE EDGE

This is a three-session more in-depth course which is designed to help participants understand more about what prevents them from engaging in 'race' equality. The sessions cover: a) recognising that we are on the 'edge' (not fully committed) and understanding the belief systems that keep us there; b) developing strategies of understanding and action that help participants commit to anti-racist practice; and c) thinking about what this commitment means in practice and the 'type' of ally that you want to become

# WORKING THROUGH WHITENESS

Designed to help you understand more about how the world of whiteness is present in your organisation. The content covers: understanding more about how the day-to-day 'normal' is experienced by racialised marginalised groups and becoming more reflective about the learning and action that you need to take to move towards anti-discriminatory practice. This is a series of sessions.

# UNCONSCIOUS RACISM

Not that we truly believe that racism is unconscious, but we know that many people don't understand what racism really is and how they contribute to it. This session explores the role of unconscious and conscious bias and the impact that this has on the world. At the end of the session, participants are more aware of their biases and are able to think through strategies to help keep them in check. (This is usually delivered over one day or as two half-day sessions)

# COURAGEOUS CONVERSATIONS

brap are skilled in a method called 'process work' – it is an approach to working with conflict and democratising participation. It is helpful as a means for people to explore conflict within themselves and also with others. It usefully helps people to voice their concerns and recognise the beliefs that can inhibit their participation in challenging conversations. As it is an unusual and 'active' method, it can helpfully engage people in subjects that can be 'off limit' and is especially useful for young people

# LEADING FOR CHANGE

We offer a coaching programme that helpfully supports individuals in their leadership of race equality – especially if they need to update their skills and knowledge in this area. It can be an uncomfortable programme as it disrupts the ways of thinking and doing that maintain racism. Especially useful for those in leadership positions who want to understand more about themselves

# POSITIVE ACTIONS PROGRAMMES

brap design and run a range of positive action programmes, designed primarily to offer support to individuals who are marginalised within mainstream settings. These programmes are not remedial. They are designed to offer much needed survival strategies and space, to those who are daily 'othered' or marginalised

# SUPPORT FOR STUDENTS

We have helped students understand more about their rights and entitlements within the education setting and also supported their understanding of racism.

# BEING WOKE

As society becomes more diverse there's an expectation that we will all reflect and review what we know and understand about ourselves and others. We often assume that simply being around a range of people from different cultures and backgrounds will, by itself, make us behave in a fairer and more inclusive way. We've found that this is not always the case. We need to be conscious and deliberate about what we discuss. We need to challenge ourselves regarding how we behave, what we think, what we take for granted, and what we assume about ourselves, others, and the world around us. This is an interactive session designed to offer participants the opportunity to have progressive discussion about how they can develop and maintain open and inclusive cultures. We have successfully trialled this course with young people at universities across the country.

# SOME CLIENTS

We tend to work with over 70 organisations a year, delivering learning and development to over 3,500 people. Not everyone has the anti-racism development outlined in the previous pages: some clients prefer learning around recruitment, managing diverse staff teams, and changing organisational culture. For more information, just drop us a line at [brap@brap.org.uk](mailto:brap@brap.org.uk).



brap is transforming the way we think and do equality. We support organisations, communities, and cities with meaningful approaches to learning, change, research, and engagement. We are a partner and friend to anyone who believes in the rights and potential of all human beings.

**brap**

making equality work for **everyone**

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