



Day four: Not-racist vs anti-racist

Many organisations will have equality and diversity policies in place and may feel that racism is not an issue in their organisation. However, research into the experience of UK employees two years after the murder of George Floyd reveal that there is still some way to go to ensure equality and inclusion at work. For example, 61% of white workers felt their company were taking steps to create an inclusive environment compared to 52% of workers from ethnic minority backgrounds. Policies and procedures on their own are not enough; organisations need to ensure that they are fostering an inclusive and supportive culture where employees understand the importance of being anti-racist.

The information below explores the difference between being not-racist and being anti-racist:

'Not-racist v anti-racist: what's the difference?', with psychologist John Amaechi (BBC Bitesize, 2020, 3 min video with transcript): <https://www.bbc.co.uk/bitesize/articles/zs9n2v4>

'The difference between being not racist and being antiracist', by Christina Capatides (video, 6 mins, CBS News, US, 2020): <https://www.cbsnews.com/news/antiracist-not-racist-difference/>

'6 ways to be antiracist, because being 'not racist' isn't enough', by Rebecca Ruiz (US article, 2020): <https://mashable.com/article/how-to-be-antiracist>

'Not Racist' Is Not Enough: Putting In The Work To Be Anti-Racist' (Life Kit, NPR, US audio podcast with transcript, 23 mins, 2020): [Link to podcast](#)

'Being Anti-Racist, Not Non-Racist', by Gordon Hodson (Canada, article, Psychology Today, 2016, with 2 min video by Marlon James):<https://www.psychologytoday.com/gb/blog/without-prejudice/201601/being-anti-racist-not-non-racist>

Acknowledgment: We would like to thank Dr Eddie Moore, Jr for sharing his ideas and materials (21-Day Racial Equity Habit-Building Challenge© — America & Moore (eddiemoorej.com)).
