

# ETHNIC INCLUSION & ALLYSHIP

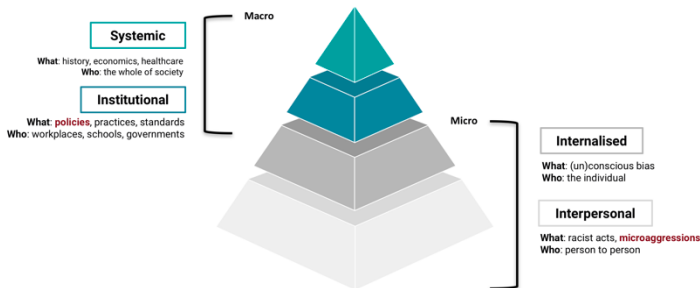
CREATING AN ANTI-RACIST ORGANISATION BY GETTING EVERYONE ON BOARD.

## SESSION 1 RECAP: Acknowledge

### WE LEARNED:

#### > The four dimensions of racism, starting with Systemic

We acknowledged how generations of Black, Asian and Minority Ethnic people were held back by this social construct, which lead to discrimination and lack of access to opportunity. We also learned about colourism and hierarchy of skin tones as a form of racism within ethnic minority communities.

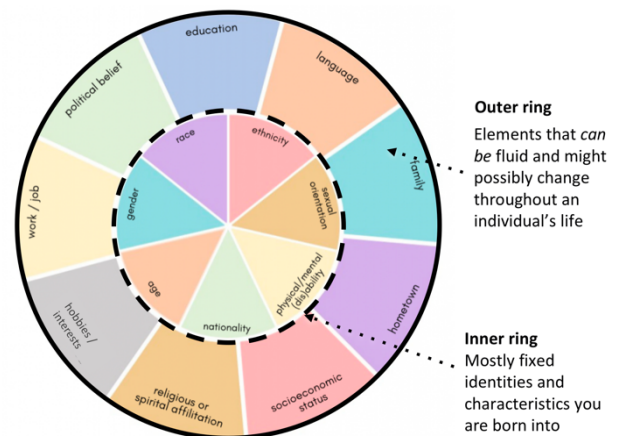


> **Micro and Macro** How racism works on macro and micro levels through the four dimensions framework. We then used this framework as a lens with which to understand institutional and interpersonal racism.

#### > Acknowledging privilege

We learned how to use the Social Identity Wheel as a means to understanding where we have privilege (and power!) and where we can therefore use it to advocate for others.

After examining our identities and spaces of privilege, we acknowledged that we are raised in systems of power that are intrinsically racist, and learned that the more conscious we become of that, the more we are able to ally for racial equity.



\* Commit to having conversations \* Ask us anything within the Anonymous Clinic \* Give us your feedback  
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