

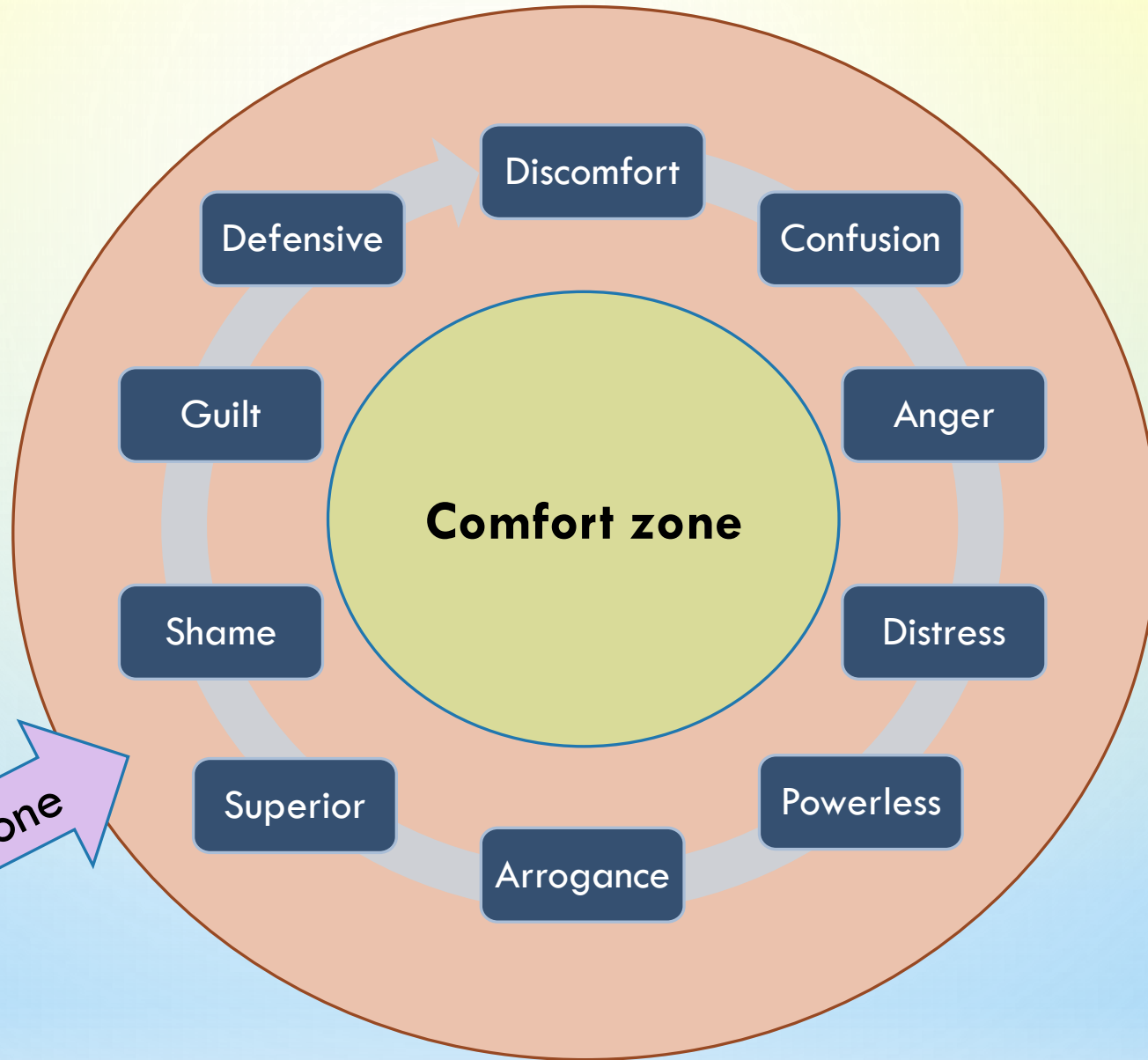
# About brap

<https://www.brap.org.uk/>

- Equalities and human rights charity
- 22 years old
- Driven to raise our aspirations in relation to equality
- Mission to transform the 'way we think about and practice equality'
- Functions: Research & Evaluation, Learning and Organisational Development, Community Support
- Team includes: Researchers, sociologists, psychologists, teachers, mediators, process workers, OD practitioners etc.

# Feelings Wheel

ADVISORY:  
THIS IS  
DIFFICULT,  
DISRUPTIVE  
WORK



Discomfort / growth zone

# Origins of whiteness

- Political/social construction - NOT biological fact
- Political/economic enterprise - slavery, colonialism, capitalism
- False hierarchy of worth



## whiteness today

- Default, standard, normalised  
*"There is nothing more powerful than being 'just' human"*  
Richard Dyer
- Invisible, hyper-visible
- Conflated with beauty, goodness, professionalism, 'Britishness'

“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

Aboriginal activists group,  
Queensland, 1970s

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“We’re good people, we can’t be racist”

The beauty of **anti-racism** is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.



Ijeoma Oluo

Author of *So You Want to Talk About Race* <https://www.ijeomaoluo.com/>

# Diversity diamond – model for organisational anti-racist action

