



Equality and Diversity UK  
[www.equalityanddiversity.co.uk](http://www.equalityanddiversity.co.uk)



## **Courageous Conversations About Race**

Racial equality will never be achieved by a single person or group. It takes a variety of activists, organisations, and approaches to create necessary changes.

Whether you are looking to volunteer, donate money, or you are interested in more information about how to get involved, it is important to find an organisation that you believe in.

Equality and Diversity UK asks that you pitch in and help us to make a big difference to eradicate racism in society.

In 2023 Equality and Diversity UK and the Equity, Diversity, Inclusion and Belonging Commission are working with sponsors to fund events to educate and eradicate racism. Our first event in February 2023 will be a series of sessions on courageous conversations about racism. We will be running online forums to encourage people to reach out/talk to their friends about race

### **Open to Discussing Racism**

When you hesitate to reach out or talk with your Black friends about race because you are worried about upsetting the relationship, you are actually damaging the relationship more with your silence than you would with your words. Racism in the UK is something they must wrestle with every day of their lives. Refusing to even bring up the subject can make you seem selfish and uncaring. If you are truly a friend, you should care deeply about the things that matter most to them. Authentic relationships can only grow when people are willing to have the hard conversations about life.

Not talking to friends and family about racism communicates that you are not interested in their life experiences. It is the equivalent of ignoring the elephant in the room and allowing it to sit between the two of you taking up space. Even though talking about race is hard, it is these deeper conversations that allow people to connect with each other through their most challenging times.

"If you are neutral in situations of injustice, you have chosen the side of the oppressor." Desmond Tutu

If you refuse to listen or have a conversation, you are essentially communicating that your friend or family member's lived experience is not valid. If you want to commit to being an anti-racist, then you need to be open to having hard conversations.

Like with any sensitive topic, it is important to proceed with caution and respect your friend's boundaries. They may not want to discuss this issue with you, or they may be offended at the fact that it is just coming up now.

Keep in mind that being an effective ally is not just about reaching out when racism is trending in society.

It requires being committed to being there for your Black friends and family members and supporting them even when racism is not the hot button issue in the country.

Remember, a huge part of oppression is the silencing that occurs alongside the racist actions. Continue to make space for your Black friends and family members to talk freely about their experiences and do your part in ending racial injustice.

Feel free to join us in our courageous conversations about race monthly sessions.

You can sponsor us by being a speaker/facilitator or by offering funding the events

For the date of the next event, please see our website [edibc.co.uk](https://edibc.co.uk)

To book on, please complete the online booking form on the EDIBC website

<https://edibc.co.uk/booking>

Want to know more? Email me - [alyson@equalityanddiversity.co.uk](mailto:alyson@equalityanddiversity.co.uk)