

**KEEP UP  
DAD**





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DAD**

**TIMES HAVE  
CHANGED  
AND SO  
SHOULD  
YOUR  
VIEWS**

**WE ARE  
MORE  
ACCEPTING  
NOW**

**Statement**

Times have changed, we are better at being more diverse and accepting people for who they are now. This book is here to help you keep up with the change; as we know live can feel a little fast sometimes!

It might seem stupid, but just give it ago, you never know what you might learn. Racism is a huge issue we need to combat together, so were just making sure everyone is on the same page!

# THE OLD DAYS ARE GONE

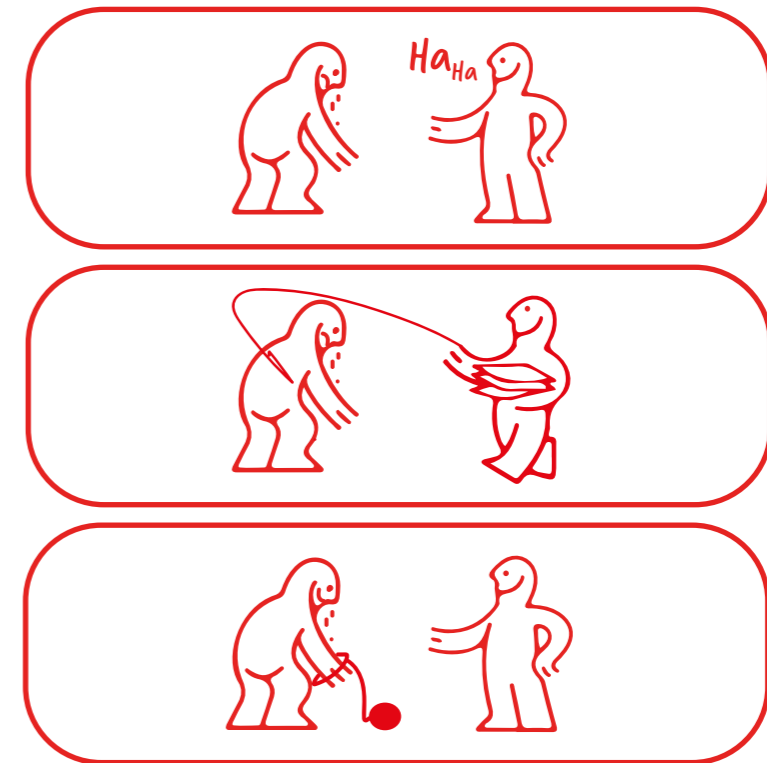
## Chapter info

Out with the old, in with the new. This chapter looks back at what used to be. It might shock you how bad things were. That's why we're here to highlight the change, for a more positive and brighter future.

# 1.

## Racism and Resistance

Imperial European powers found ways to justify the barbaric slave system and the invasion, colonisation and expropriation of foreign lands for the expansion of their wealth.



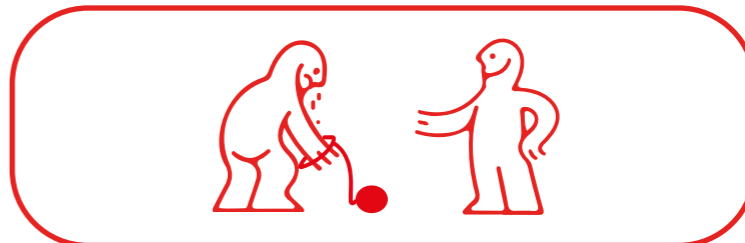
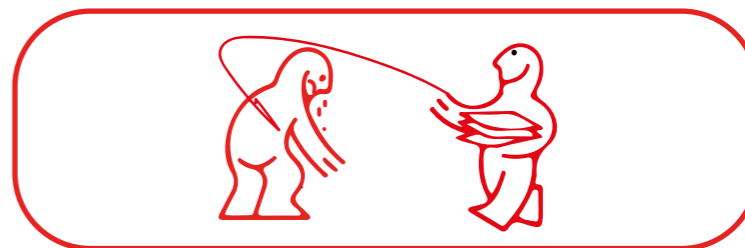
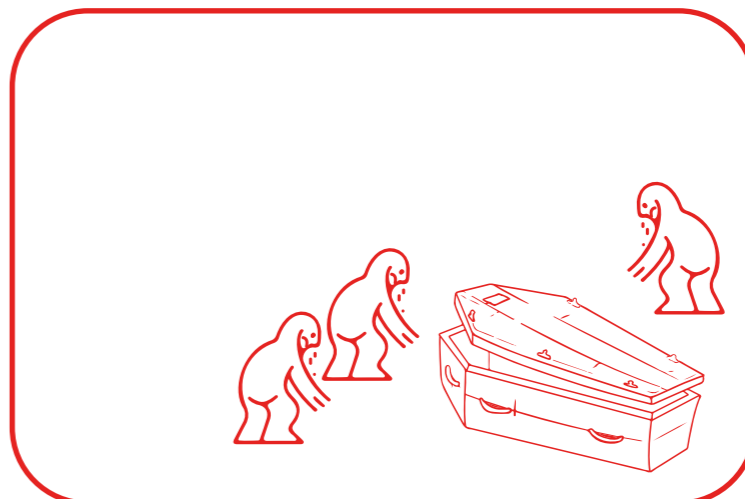
Britain amongst them created a hierarchy with white Europeans at the top and Africans and Asians at the bottom. Racism became embedded into the nation's structures of power, culture, education and identity.

People from Africa, the Caribbean and Asia were encouraged by government to come to England. But on arrival here they often faced racism and discrimination, which was not illegal in Britain until 1965.

## Racist attacks

In 1919, there were large-scale racist attacks on 'coloured' communities in London, Manchester, Liverpool, Hull, South Shields as well as parts of Scotland and Wales. There were other large-scale attacks in Liverpool in 1948, in Nottingham and Notting Hill in 1958 and at other times and places throughout the century since 1918.

One of the most well-known racist murders is that of teenager Stephen Lawrence in 1993. There have been many murders in the past, including, Akhtar Ali Baig in East Ham in 1980. Kelso Cochrane was also murdered in Notting Hill in 1959 and Charles Wootton, in Liverpool in 1919.

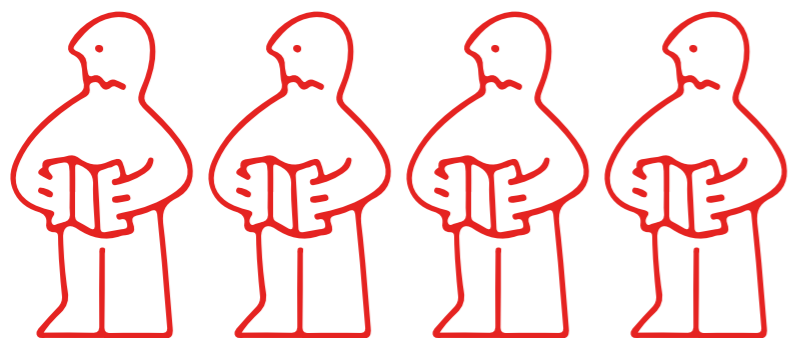


# 3.

## Racist practices, policies and politics

Although migrant workers have been vital for the growth of Britain's economy and public services, racism has sometimes been widespread. There was the 'colour bar' that prevented 'coloured' people obtaining jobs and accommodation, fighting for British boxing titles or even joining the armed services or serving as officers in them. Some laws were openly racist too, such as the 1925 Coloured Alien Seamen's Order or the 1981 British Nationality Act.

There have been openly racist speeches by leading politicians too. Seeking to create divisions and stir up racism Enoch Powell's infamous 'Rivers of Blood' tirade in 1968 is a well-known example. And then there are the activities of politically racist organisations such as the National Front.



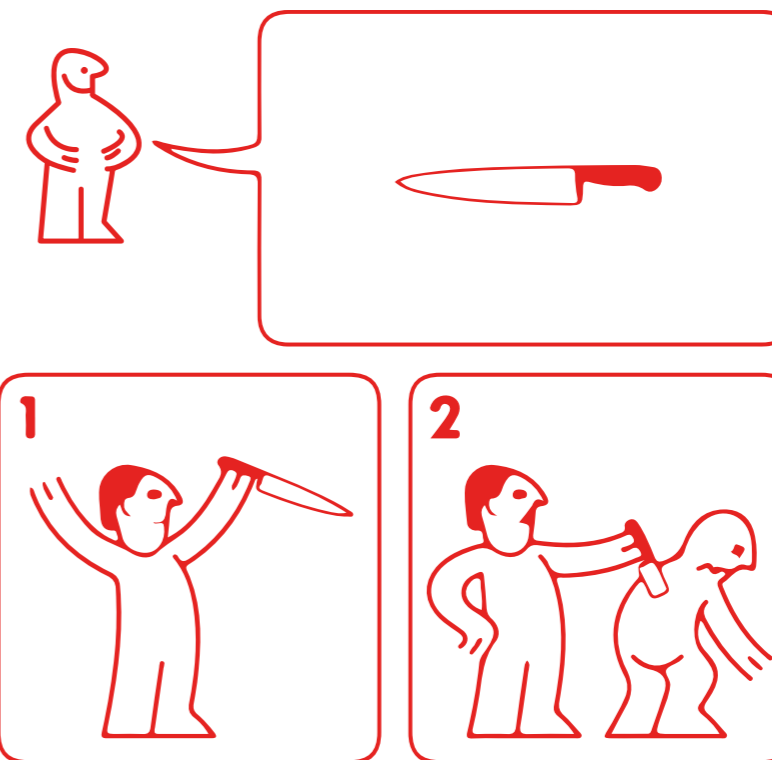
*Black people are more than three times more likely to be detained under the Mental Health Act.*

# 4.

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# NEW BEGINNINGS ARE HERE

## Chapter info

You're dam right they are! And they're here to stay. The worlds not perfect, but if everyone pulls their weight we can give it a good shot.

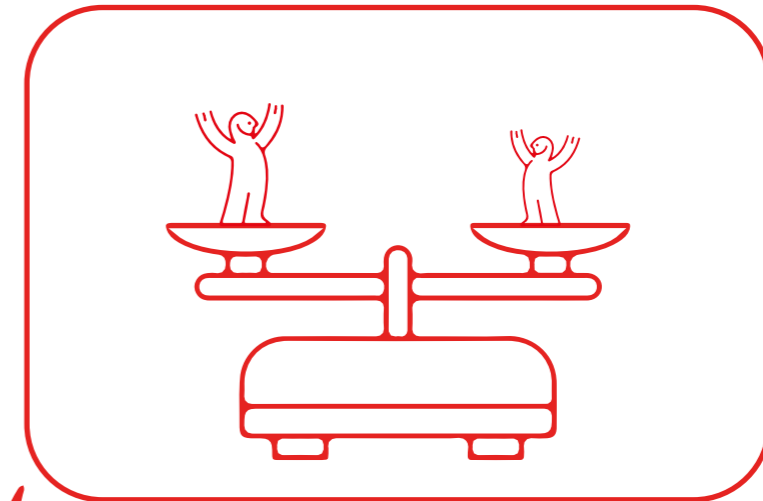
Now, lets get on with it! This is the start of something new for all of us!

# 1.

## Consciously commit yourself to egalitarianism

Egalitarianism is a trend of thought in political philosophy. An egalitarian favours equality of some sort: People should get the same, or be treated the same, or be treated as equals, in some respect. A person who accepts or promotes social equality and equal rights for all people.

An everyday example shows how this is possible. Consider that not one of us is born learning how to drive, and yet by the time many people are adults, we find ourselves not even thinking about it even as we expertly manoeuvre the car. One day, with practice, egalitarianism might be like driving a car: a skill learned over time but eventually so automatic as to be second nature.



# 2.

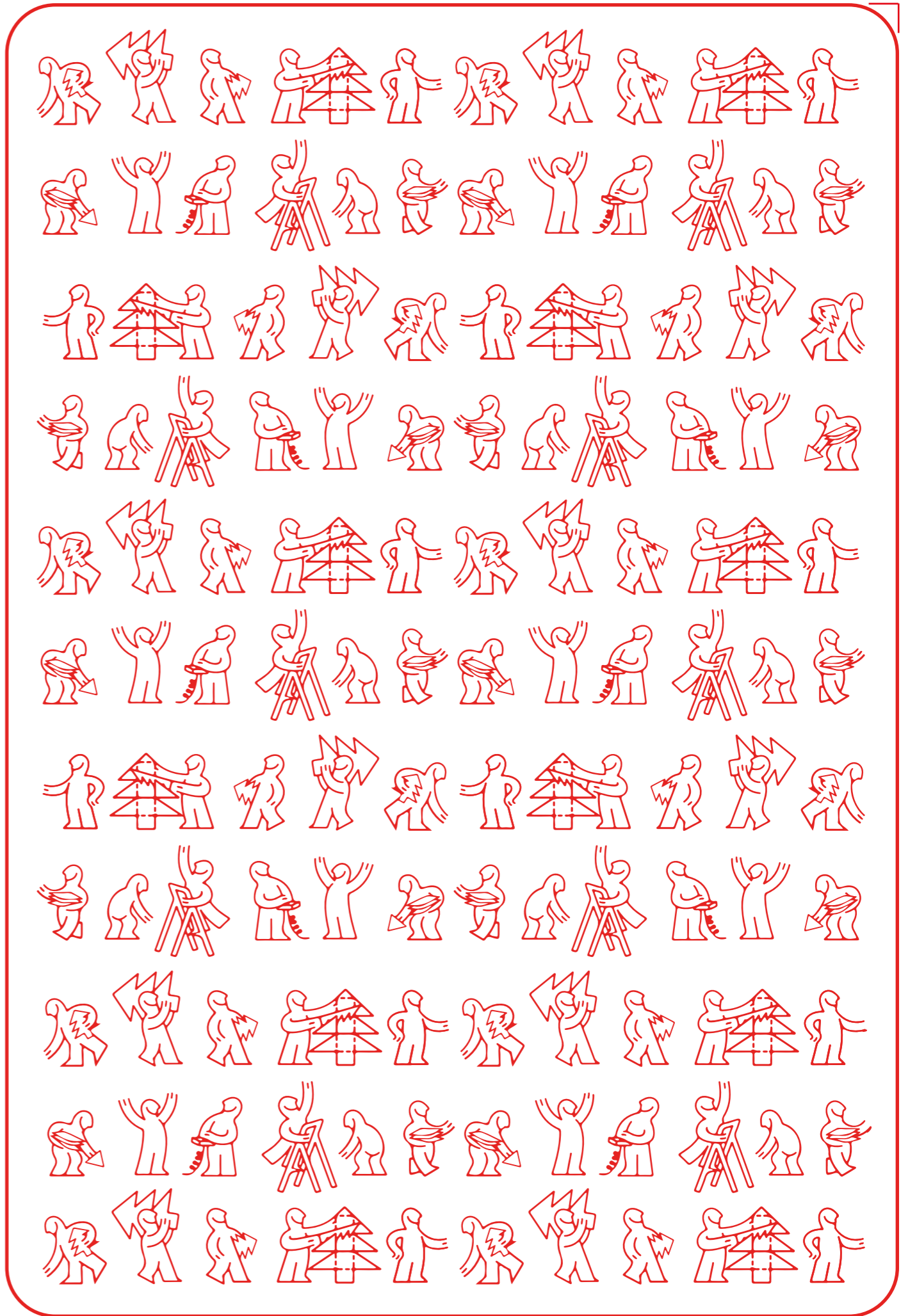
## Acknowledge differences, rather than pretend that you are ignoring them

Race is such an ingrained social construct that even blind people can 'see' it. To pretend it doesn't exist to you erases the experiences of black people.

People often make comments about not noticing someones skin colour. They say this with a sort of "a-ha!" look on their faces, as if their dawning ability to see my blackness was a gift to us both.

When I point out that their eyesight had never left them, that my skin has never changed colors, and that they probably did not really forget that I am black, they inevitably get defensive. First, they try to argue that it was a compliment; the smart ones quickly realize that complimenting someone on not being black is actually pretty racist, so they switch gears.

I don't see race! is usually their next tactic, followed by I am colorblind, though they never give credit to Stephen Colbert. By "colorblind" they don't actually mean that they can't see green or red; rather, they are suggesting that they can't ever be racist, because they don't register skin color at all.



# 3.

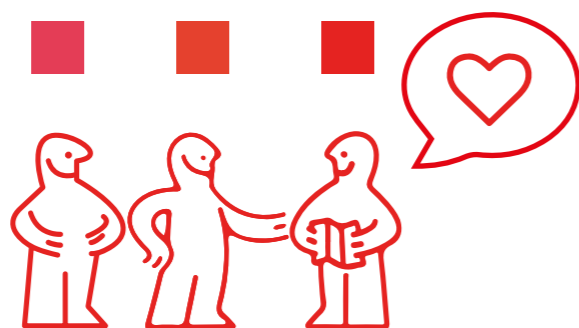
**Seek out friendship with people from different groups, in order to increase your brain's familiarity with different people and expand your point of view**

One is by opening ourselves up to greater social diversity - in other words, doing things like mixing with, or listening to, people who are not "just like us".

There are many ways in which we differ from each other: age, race, education, home town and so on.

Being asked to interact with someone from a different culture or background requires us to take a leap outside our comfort zones. Even just imagining doing this can have an effect.

Put differently, diversity gives the brain a powerful workout. And, just like a physical workout, it can be incredibly good for us. It means that they can't see green or red; rather, they are suggesting that they can't ever be racist, because they don't register skin color at all.



# (QUOTE)-READ FOR CHANGE

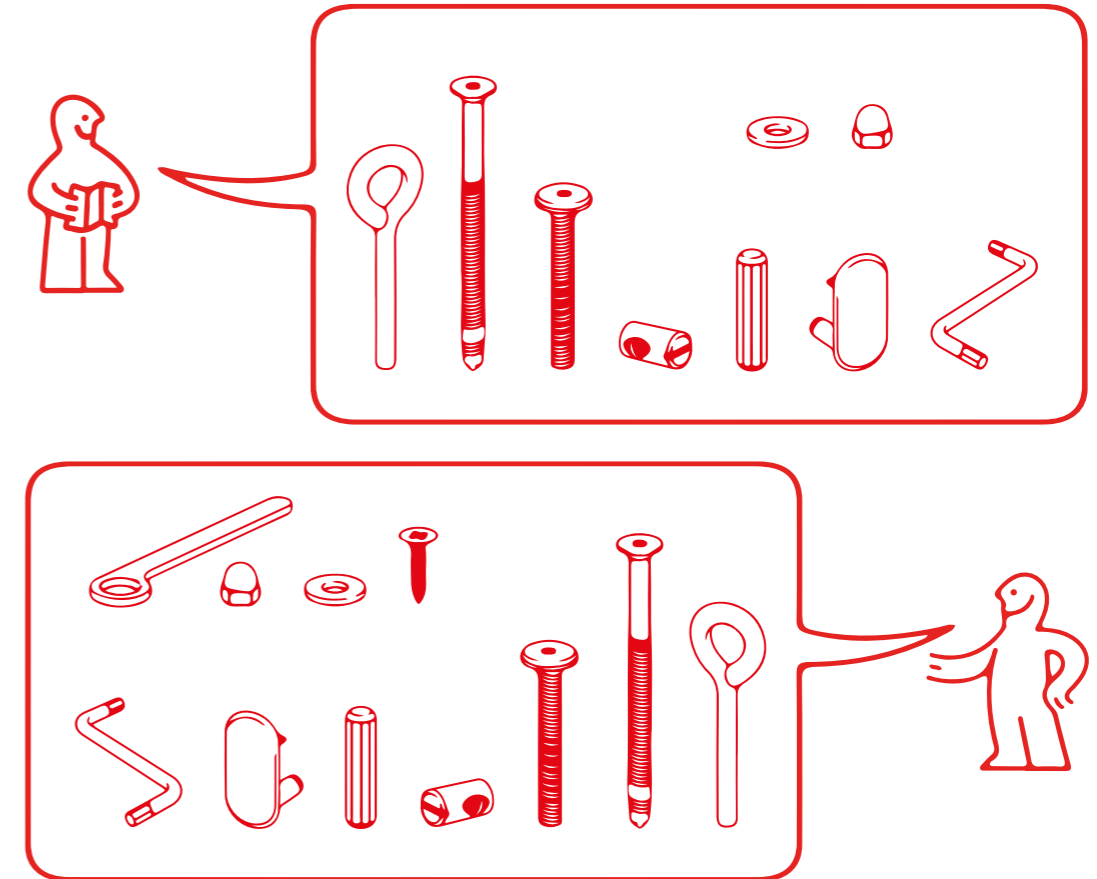
**To bring about change, you must not be afraid to take the first step. We will fail when we fail to try**



**It's natural to focus on how people are different from you, but try to consciously identify what qualities and goals you might have in common**

Diversity can be defined as people coming together from different races, nationalities, religions and sexes to form a group, organization or community. A diverse country is one that values the difference in people. It is one that recognizes that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. Diverse populations encourage and harness these differences to make their services relevant and approachable. Diverse populations draw upon the widest possible range of views and experiences so it can listen to and meet the changing needs of its users. The encouragement of diversity benefits society.

In society today, most people view diversity as a good thing because it gives people the chance to experience different things outside of what they are normally accustomed to.

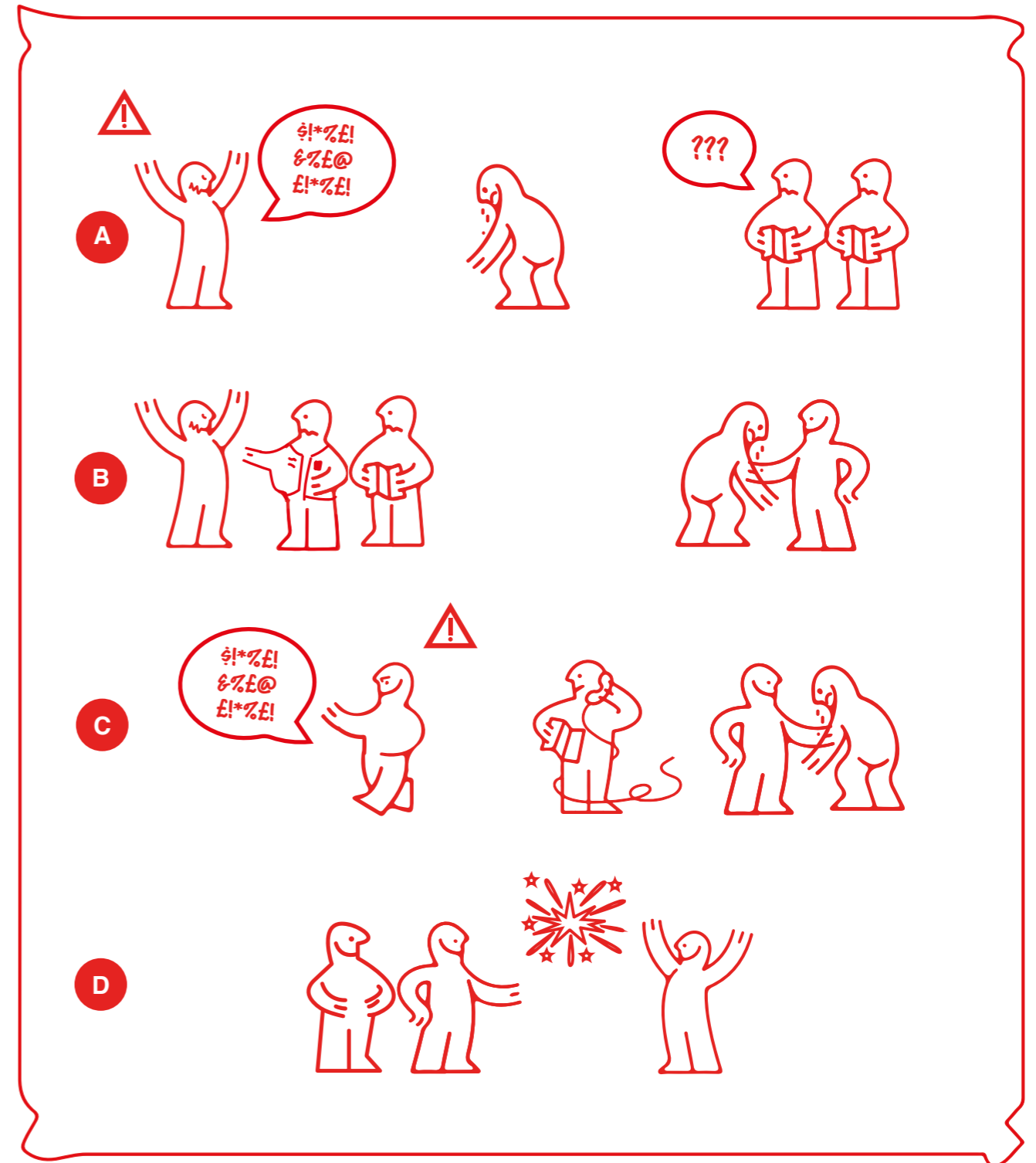


# 5.

**When you encounter examples of unambiguous bias, speak out against them. Why? Because that helps create and reinforce a standard for yourself and the people around you, in addition to providing some help to those who are the targets of explicit and implicit prejudice**

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# THERE IS STILL ROOM FOR MORE CHANGE

## Chapter info

Racism has no place in our society. Tragic recent events have once again highlighted the deep-rooted problem of race discrimination within our societies. This is an issue that lives within our organisations, and employers need to commit to making real and substantial change now.

## 1.

### Acknowledge racism in all its forms

This first step to ending racism is to recognize its existence. Many people think of racism as always overtly blatant or intentional, but racism comes in many forms. In the United States, studies show there's bias in every sector of society from healthcare to housing to media. Job applicants with "stereotypical" African-American names are less likely to get called for an interview, while around the world, the beauty industry celebrates fair skin while degrading dark skin tones. It's also important to understand the history and evolution of racism. Things like poll taxes and literacy tests kept people from voting. While these laws didn't explicitly mention race, they intended to target marginalized groups.

Most people claim to hate racism, but if they aren't able to identify what it is, it will inevitably continue to thrive. Those affected by racism are gaslit. They're told their experiences aren't actually examples of racism and that they're misunderstanding what's happening. People are even shamed for speaking up and told that by "changing the definition of racism," they're stripping the word "racism" of its meaning. This blend of denial, gaslighting, and shaming normalizes the more "subtle" forms of racism and allows it to thrive.



## 2.

### Overturn racist and discriminatory laws

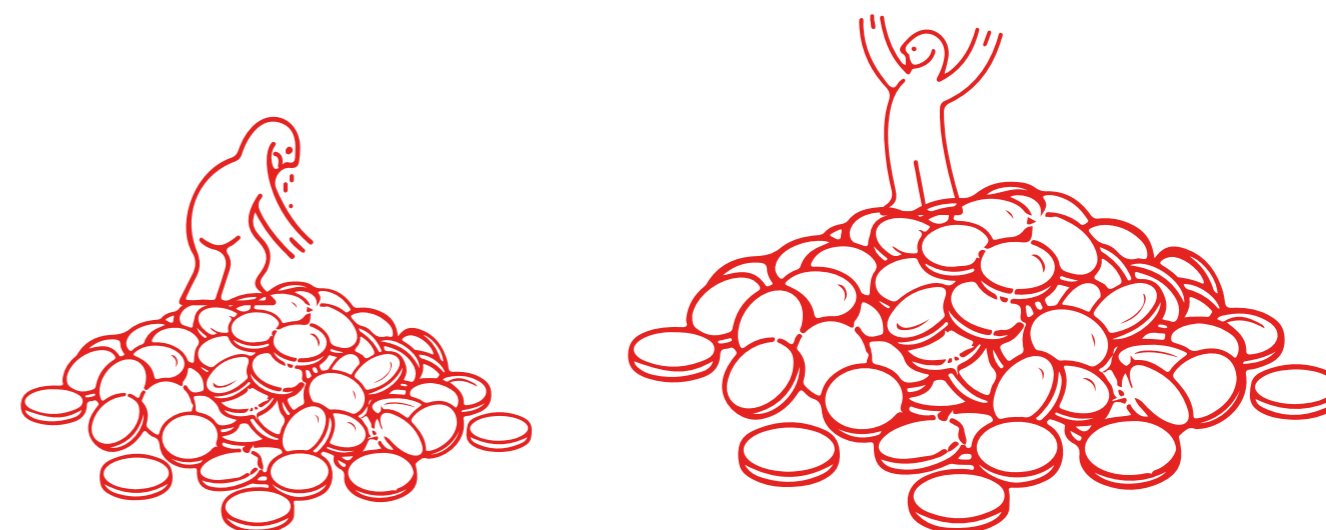
Getting rid of laws that negatively and disproportionately affect certain races is a vital part of ending systemic racism. It isn't enough to simply acknowledge that a law has a racist intent or effect; it needs to be overturned. There are many examples of systemic racism around the world. In the United States, systemic racism is found in healthcare, banking, and education. In South Africa, the apartheid system ensured that the white population stayed on top politically, socially, and economically, while black Africans were the most disenfranchised. China has a reputation for systemic racism against Black people in their universities. In 2020, the local Guangzhou government implemented strict surveillance and forced quarantines for all African nationals in response to Covid-19.



## 3.

### Commit to anti-racism

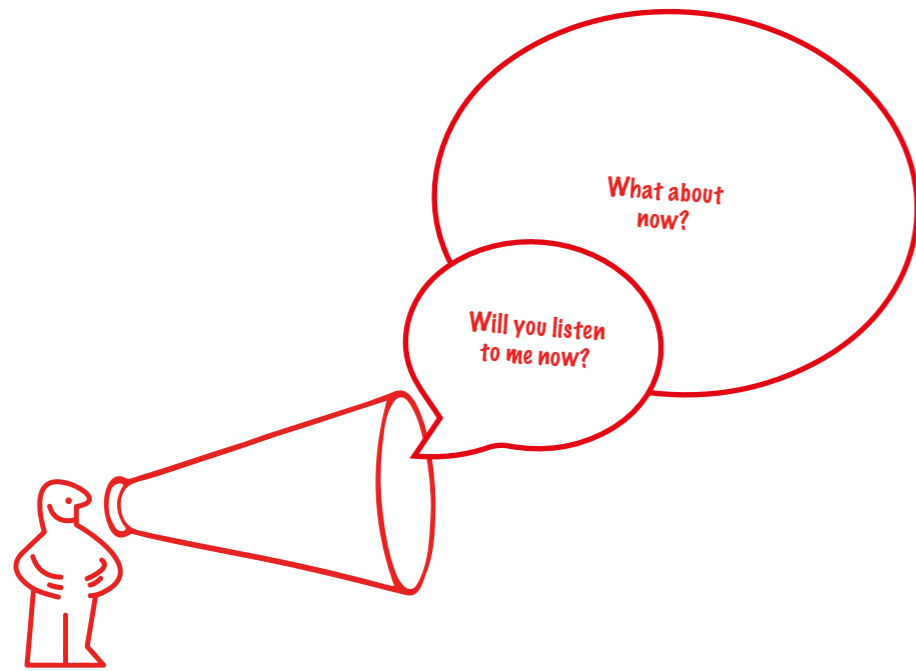
On an individual level, people must commit to being anti-racist for racism to end. While we just mentioned that systemic racism wouldn't end even if everyone stopped being racist overnight, that first step in personal anti-racism is necessary for people to fight to end racist systems. Anti-racism is a lifelong pursuit. It isn't an accomplishment you can check off a list; it's a continuous self-reflection and willingness to be held accountable. To be anti-racist, you must acknowledge differences rather than pretending they aren't there. As an example, when addressing the gender pay gap, it's essential to acknowledge that white women make more than Black, Hispanic, and Native women. At the same time, anti-racists must also identify the common goals they share with other racial groups. This helps build solidarity.



# 4.

## The voices of underrepresented groups need speaking for

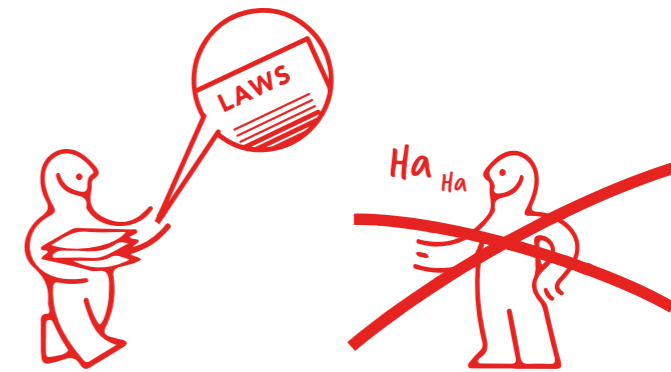
Anti-racists also commit to allyship and amplifying the voices of underrepresented groups. The role of an ally is a supportive one; it's not an opportunity to play the savior. This support includes monetary support, speaking up when you witness racism, listening, and calling for more diverse representation. Mistakes will be made, but for racism to end, people must be willing to keep learning and keep trying. It's the only way the world moves forward.



# 5.

## Curbing the pandemic of racism in institutions

At organisational and community levels, we should oppose contemporary popular ideologies of scientific racism. For example, admission offices at schools, public services and corporations should not discriminate against people based on their race or colour. Organisations should actively support people from historically oppressed groups who due to racist discrimination are under-represented in all areas of public life.





**IN A RACIST  
SOCIETY  
IT IS NOT  
ENOUGH  
TO BE  
NON-RACIST.  
WE MUST BE  
ANTI-RACIST.**

**Here's to change. Here's to the future**

Being anti-racist means being willing to act and intervene when we witness or experience racism. It is an active stance.

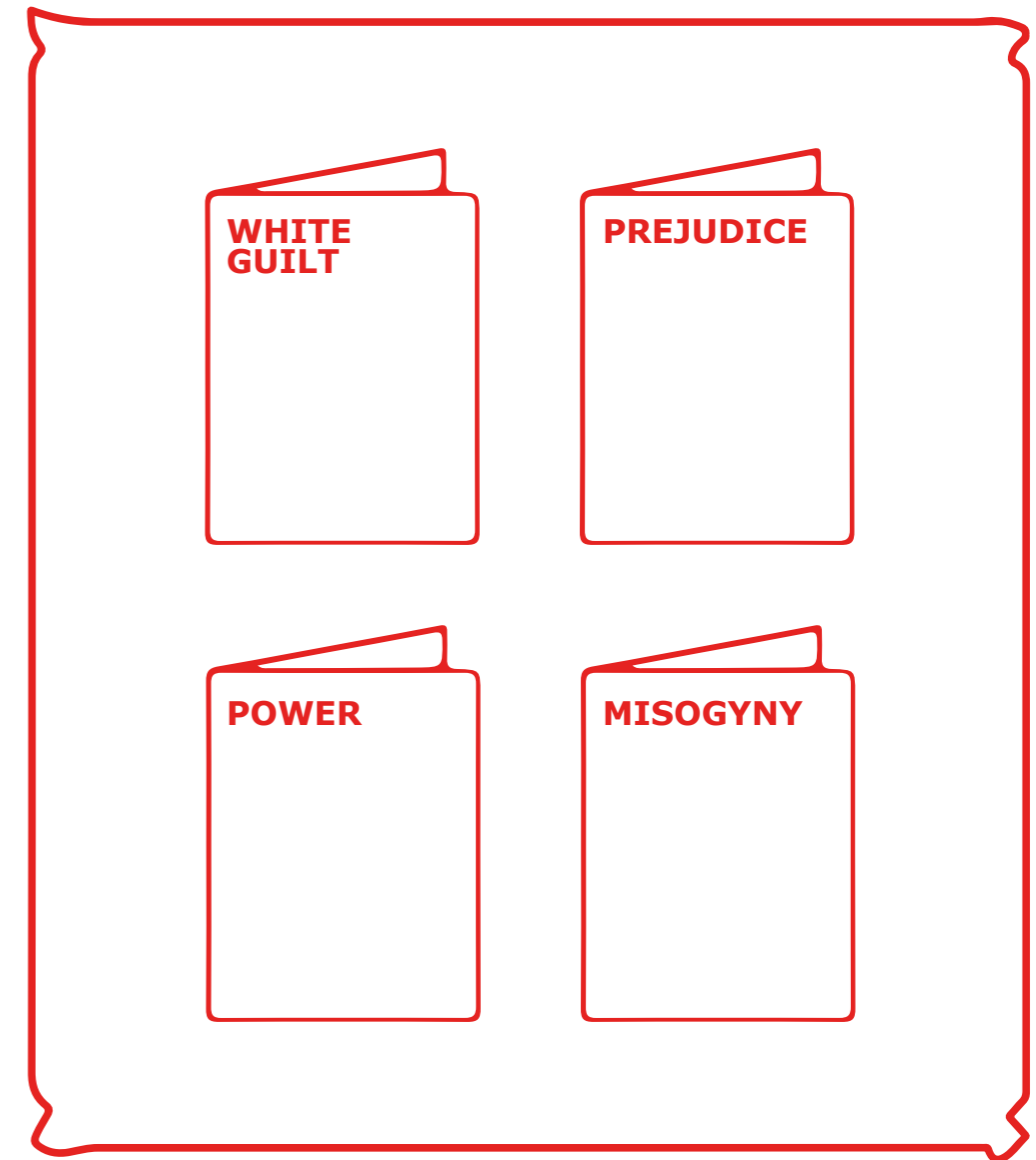
It is not enough to simply wring your hands and denounce racism, or to post on social media in support of Black Lives Matter. This is the behaviour of someone who is 'non-racist'; someone who may be completely opposed to racism but merely takes a passive stance to prevent it.

# WE MUST WORK TOGETHER

# WE MUST EDUCATE OURSELVES

## Read the full set!

Racism is something that is widely prominent and damaging in our society, but sadly its not the only element that's toxic. Have a read at the other three parts to this collection



CHARLIE  
& DESIGNS

### Info

A Publication Designed To Educate The Elderly, A Publication Aiming To Stamp Our Racism In All Areas Of Society.

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