

Let's Talk About Race – Campaign Briefing

Introduction

Let's talk about Race is the third segment of [Full-Stop campaign](#) against all forms of harassment, bullying and sexual misconduct, which focuses exclusively on ending racial harassment.

Three key phases

1. Let's talk about race and racism – advance your race literacy and understanding of racism

Actions:

- i. Decide a plan to self-educate. (What resources are available to you? When are you going to read them?)
- ii. Make a plan for sharing the knowledge you have gained with others. (Can you make a collaborative reading list, or share lectures and videos on anti-racism? How are you going to start and maintain these conversations?)
- iii. Work with others to increase the race-literacy of your department/division or institute.

Resources:

The anti-racist toolkits for staff and students contain many resources for self-education. Toolkits can be found on [the Campaign page](#).

2. Let's talk about racial harassment – [Report + Support](#) is UCL's dedicated platform for reporting harassment, you can also access advice and support information.

Actions:

- i. Learn about [micro-aggressions and how they impact People of Colour](#).
- ii. Read the [UCL policy on bullying, harassment and sexual misconduct](#).
- iii. Familiarise yourself with [Report and Support](#).
- iv. [Report](#) if you witness or experience racial harassment.

Call-out

The EDI Team would like to include more specific support resources around racial harassment. If you are aware of any, please send those to Report and Support at UCL via reportandsupport@ucl.ac.uk

3. Let's talk about being anti-racist – Speak out against racism and develop the skills to intervene when you witness it.

Actions:

- i. If you are a manager, [read the guidance to support your Black staff](#).
- ii. [Write to Ash Talwar](#) (EDI manager for Race Equity) if your department would like to consult on any race equity action planning.
- iii. If you are a student, take the [active bystander training run by the Students' Union](#).
- iv. If you are in an academic department, use this [inclusive curriculum health check tool](#) to assess if your module/course is de-colonised.
- v. Get involved in some of the race-equity initiatives launched by UCL, such as [Inclusive Advocacy](#), Race allyship training (upcoming), [B-MEntor](#), [Fair Recruitment Specialists](#), among others.

Resources:

Various groups lead anti-racist work at UCL, and you can contact them directly:

- i. [Race-equality steering group \(RESG\)](#)
- ii. [Race matters](#)
- iii. [Students' Union BME network](#)