**One Page Briefing**

**Introduction:** Let’s talk about Race is the third segment of [Full-Stop campaign](https://report-support.ucl.ac.uk/campaigns/full-stop) 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:

1. Decide a plan to self-educate. (What resources are available to you? When are you going to read them?)
2. 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?)
3. 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](https://report-support.ucl.ac.uk/campaigns/lets-talk-about-race).

1. **Let’s talk about racial harassment** – [Report + Support](https://report-support.ucl.ac.uk/) is UCL’s dedicated platform for reporting harassment, you can also access advice and support information.

Actions:

1. Learn about [micro-aggressions and how they impact People of Colour](https://youtu.be/hDd3bzA7450).
2. Read the [UCL policy on bullying, harassment and sexual misconduct.](https://www.ucl.ac.uk/equality-diversity-inclusion/dignity-ucl/prevention-bullying-harassment-and-sexual-misconduct-policy)
3. Familiarise yourself with [Report and Support](https://report-support.ucl.ac.uk/).
4. [Report](https://report-support.ucl.ac.uk/report) if you witness or experience racial harassment.

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| **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](mailto:reportandsupport@ucl.ac.uk) |

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

Actions:

1. If you are a manager, [read the guidance to support your Black staff.](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/guidance-managers-supporting-black-staff-work)
2. [Write to Ash Talwar](mailto:a.talwar@ucl.ac.uk) (EDI manager for Race Equity) if your department would like to consult on any race equity action planning.
3. If you are a student, take the [active bystander training run by the Students’ Union.](http://studentsunionucl.org/course/active-bystander-programme-new-students)
4. If you are in an academic department, use this [inclusive curriculum health check tool](https://www.ucl.ac.uk/teaching-learning/sites/teaching-learning/files/ucl_inclusive_curriculum_healthcheck_2018.pdf) to assess if your module/course is de-colonized.
5. Get involved in some of the race-equity initiatives launched by UCL, such as [Inclusive advocacy](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/inclusive-advocacy) , Race allyship training (upcoming), [B-Mentor](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/b-mentor-academic-mentoring-scheme), [Fair Recruitment Specialist](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/fair-recruitment-specialist-initiative)s, among others.

Resources: Various groups lead anti-racist work at UCL, and you can contact them directly, [Race-equality steering group (RESG)](https://www.ucl.ac.uk/equality-diversity-inclusion/committees-and-social-networks/race-equality-steering-group), [Race matters](https://www.ucl.ac.uk/equality-diversity-inclusion/committees-and-social-networks/racemattersucl), [Students’ Union BME network](http://studentsunionucl.org/make-change/representing-you/who-can-help-you/bme-students).