



The Kaleidoscope Network

The [Kaleidoscope Network](#) (KN) is a collective of students and staff of colour and 'allies' (supporters) hosted by Kent Law School's [Centre for Sexuality, Race & Gender Justice](#) (SeRGJ).

KN is committed to continuing the work of Kent Law School's [Decolonising the Curriculum Project](#) and implementing its [Manifesto](#) at the University of Kent.

Kaleidoscope Network Principles

Members pledge to the following principles:

1: Check our white (and other privileges)

- Powerful institutional structures - like universities - continue to marginalise BAME/people of colour (POC), perpetuate anti-blackness and promote [white privilege](#)
- White privilege is [structurally embedded](#) and not necessarily about specific individuals; we all need to take responsibility for challenging rather than reproducing it
- Watch [Khalwant Bhopal on White Privilege in Universities](#)

2: Actively listen (don't speak...yet!)

- Respect and believe POC (students and staff) when they speak including acknowledging the obstacles they face in having their voices *truly* heard
- Resist *erasing* experiences of racialised marginalisation by derailing or deflecting the discussion away from anti-racist work.
- Avoid [gas-lighting](#)
- Make *informed* opinions, before speaking:
 - ⇒ See: Patel and Keval (2018) Fifty ways to leave... your racism. *Journal of Critical Psychology, Counselling and Psychotherapy*, vol 18, no 2, 61-79
 - ⇒ Watch Professor Shirley-Anne Tate's [talk about unconscious bias training](#)

3: Actively learn – read & reflect

- Read books on racism, colonialism and misogyny and other forms of structural disadvantage written by POC and anti-racist allies
 - ⇒ see the [KN Reading & Resource List](#)
- Read with an *open mind*; reflecting on it carefully. This may be unsettling (see point 4) but it may be part of the learning process
- It will help develop your understanding of how the oppressive system of institutional racism works (in HE) and impacts POC.
- It will also help understanding our individual complicity within that system and ways we can change that
 - ⇒ see for example: *Why I am no longer talking to white people about Race* by Reni Eddo-Lodge
- **Intersectional anti-racism work is hard.** Be aware of 'micro-aggressions' and harm caused by the terms being used, including the historical context in which they have emerged
 - ⇒ see for example: [A Q&A with Mary Rowe on the microinequities of quiet discrimination](#)

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See also the [KN Reading & Resource List](#), FAQs and Glossary of Key Terms created by DecoloniseUoK students

4: Reflect more - sit with / breathe through any discomfort

- Reflect some more on what you have read and [discuss](#) it with your own circle (colleagues, departments etc.)
- Consider how your actions might be perpetuating institutional racism in HE or how you might be impacted by it
- Ask yourself what it means to be an [intersectional](#) anti-racist/anti-ableist/anti-colonial/feminist/queer/trans ally.
- Are you aware of how your identity plays out in different spaces – is it as inclusive as possible?
- What might you have to give up to be an effective ally e.g. defensiveness?
⇒ see: '[White Fragility](#)' by Robin Di'Angelo
- Participate when you feel able to be fully present or excuse yourself when your discomfort might be '[leaky](#)' and cause potential harm to others (see point 3)

5: Time to act - anti-racist (solidarity) work

- *Speak up!* Don't just commit with words, stickers or lanyards
- [Call out](#) colleagues, students, keynote speakers and 'management' on (institutional) racism and its everyday effects
- Start within your own classes, modules and departments (and also family and social groups)
- Reflect carefully on how you can best implement '[good intentions](#)'. If you're well-meaning but unaware of how what you say and do might impact/harm others, then re-visit points above.
- Do not speak FOR, but rather with POC - Resist talking about their trauma (or your own)
- Act in **solidarity** with POC who are taking action (see also point 2 above). It is important to challenge and change the conditions of racism and racialisation in our own contexts
⇒ see: [Building the Anti-Racist University](#) by Shirley Anne Tate and Paul Bagguley

Continue to reflect (on our ally-ship), listen and then listen some more.

