

KALEIDOSCOPE NETWORK PRINCIPLES



1: Check our white (and other) privileges

- Powerful institutional structures continue to marginalise /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.

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

- Respect and believe BIPOC 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 reading list.

3: Actively learn – read & reflect

- Read books on anti-racism, colonialism and misogyny and other forms of structural disadvantage written by POC and allies.
- 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 BIPOC.
- 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

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

- Reflect some more on what you have read and discuss it with your own circle.
- Consider how your actions might be perpetuating institutional racism 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

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

- Speak up! Don't just commit with words, stickers or lanyards
- Call people out and 'management' on (institutional) racism and its everyday effects
- Start within your own spaces including 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 BIPOC - Resist talking about their trauma (or your own)
- Act in solidarity with BIPOC who are taking action). It is important to challenge and change the conditions of racism and racialisation in our own contexts.