

STEREO



RACISM

IS NOT WATER
OFF A
DUCKS BACK!

MY NAME IS NOOR, I AM
38 YEARS OLD AND I HAVE
LIVED IN NEWCASTLE ALL MY
LIFE. MY PARENTS MOVED TO
ENGLAND FROM PAKISTAN
IN THE 1970s

NHS
MARY SEACOLE
HEALTH CENTRE

AFTER PUTTING UP
WITH RACISM FOR YEARS
I HAD TO TALK TO SOMEONE
SO I WENT TO SEE
MY DOCTOR

EVERY OTHER DAY...

HA HA

MY MANAGER
RIDICULES AND BELITTLES ME IN FRONT
OF MY TEAM MATES. I'M MADE TO FEEL
WORTHLESS AND INFERIOR DUE TO
THE COLOUR OF MY SKIN

HEE
HEE

NONE OF THE
REST OF THE
TEAM NEED
THIS MUCH
HELP

WHAT?! I AM BUSY. I'VE ALWAYS GOT TO
STOP WHAT I AM DOING FOR YOU. I FEEL
LIKE I HAVE TO BABY SIT YOU!




WHEN I FINALLY WENT TO SEE THE DOCTOR HE SAID THAT THE REPEATED EXPERIENCE OF RACISM WAS HAVING A DIRECT IMPACT ON MY MENTAL HEALTH.



NOOR YOU ARE SUFFERING FROM STRESS AND DEPRESSION AND YOU NEED TO TAKE TIME OFF WORK

I WISH I WORKED SOMEWHERE ELSE, BUT I NEED THE MONEY

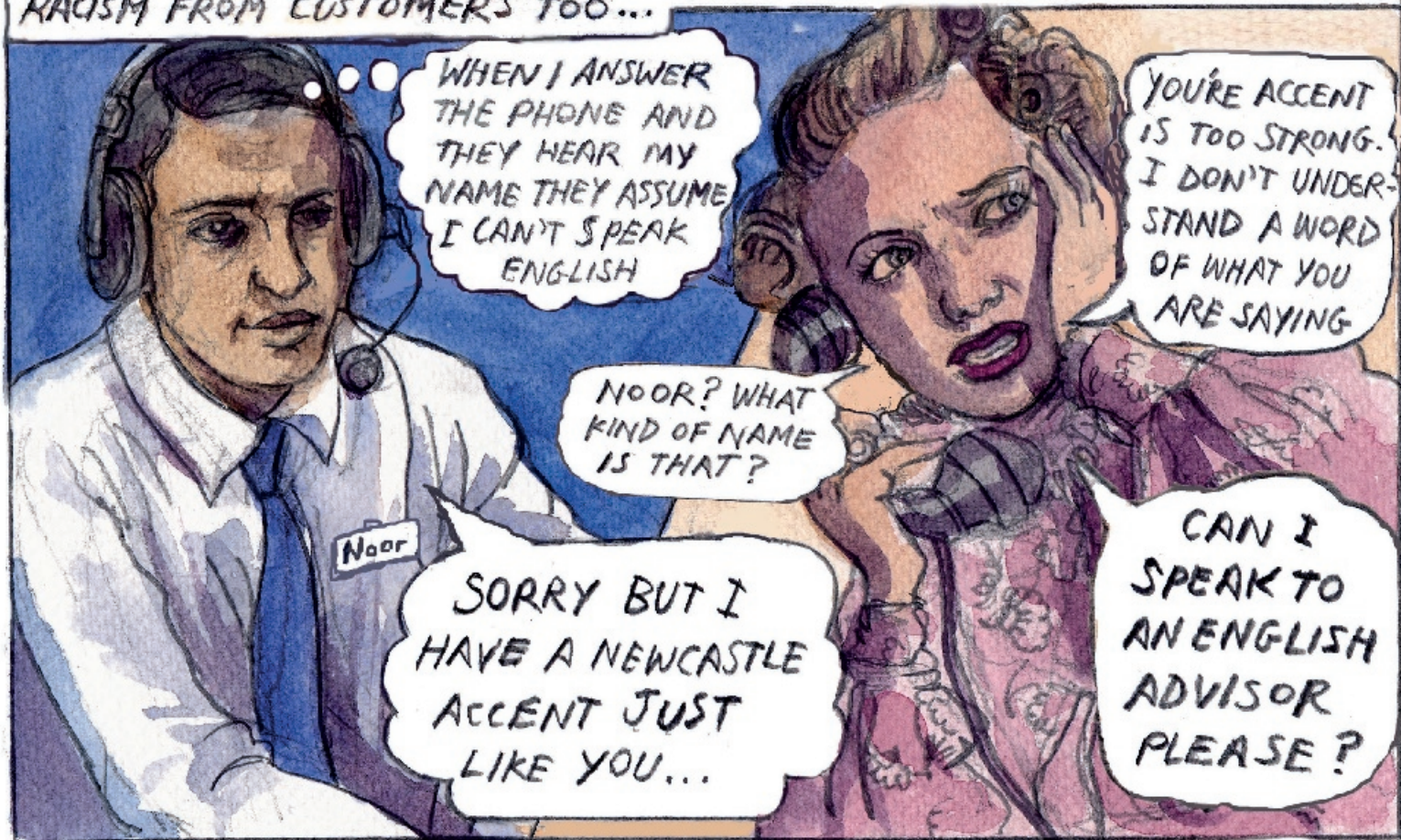
AND I'M ON A ZERO HOURS CONTRACT



EVERY MORNING I WAKE UP ANXIOUS BECAUSE I HAVE TO GO IN AND FACE THEM. IT'S BROKE ME. I DON'T REPORT ANYTHING BECAUSE THEY'LL PICK ON ME

I DIDN'T LEAVE STRAIGHT AWAY BECAUSE I NEEDED THE MONEY, SO I LEFT THE JOB A FEW WEEKS LATER AFTER I FOUND ANOTHER JOB

I GOT A JOB AT A CALL CENTRE AND THINGS WERE NO BETTER THERE. IT WASN'T JUST RACIST BULLYING AND HARASSMENT FROM MY MANAGER, I WAS SUBJECTED TO RACISM FROM CUSTOMERS TOO...



WHEN I ANSWER THE PHONE AND THEY HEAR MY NAME THEY ASSUME I CAN'T SPEAK ENGLISH

YOUR ACCENT IS TOO STRONG. I DON'T UNDERSTAND A WORD OF WHAT YOU ARE SAYING

NOOR? WHAT KIND OF NAME IS THAT?

SORRY BUT I HAVE A NEWCASTLE ACCENT JUST LIKE YOU...

CAN I SPEAK TO AN ENGLISH ADVISOR PLEASE?

AFTER A COUPLE OF YEARS I WAS PROMOTED, BUT AFTER A FEW WEEKS I WAS TOLD THAT I DIDN'T PASS THE PROBATION PERIOD. I WENT TO SEE THE LINE MANAGER TO ASK WHY HE WAS DEMOTING ME.

YOU SPEAK AND UNDERSTAND ENGLISH DIFFERENTLY. OTHER PEOPLE CAN'T UNDERSTAND WHAT YOU ARE SAYING

I AM AS ENGLISH AS YOU, I WAS RAISED HERE. I HAVE A DEGREE FROM AN ENGLISH UNIVERSITY

YOU SHOULD CONSIDER TRAINING FOR A DIFFERENT JOB

WORLD'S
BEST
BOSS

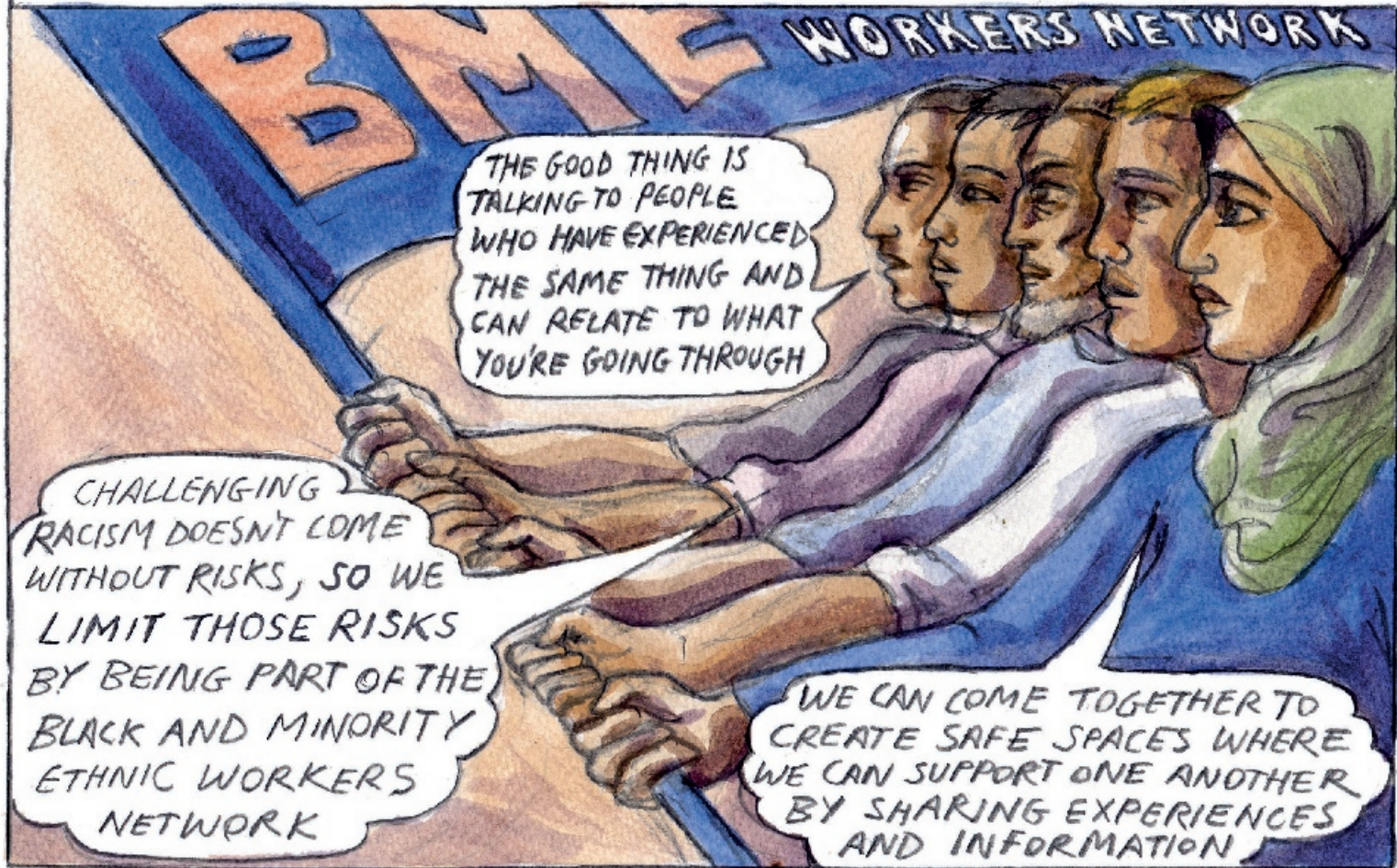
MY DOCTOR SAID HE WAS PART OF A BME NETWORK AND THAT I SHOULD LOOK FOR A BME NETWORK OR TRADE UNION IN MY AREA OF WORK WHERE I CAN GET HELP AND SUPPORT.

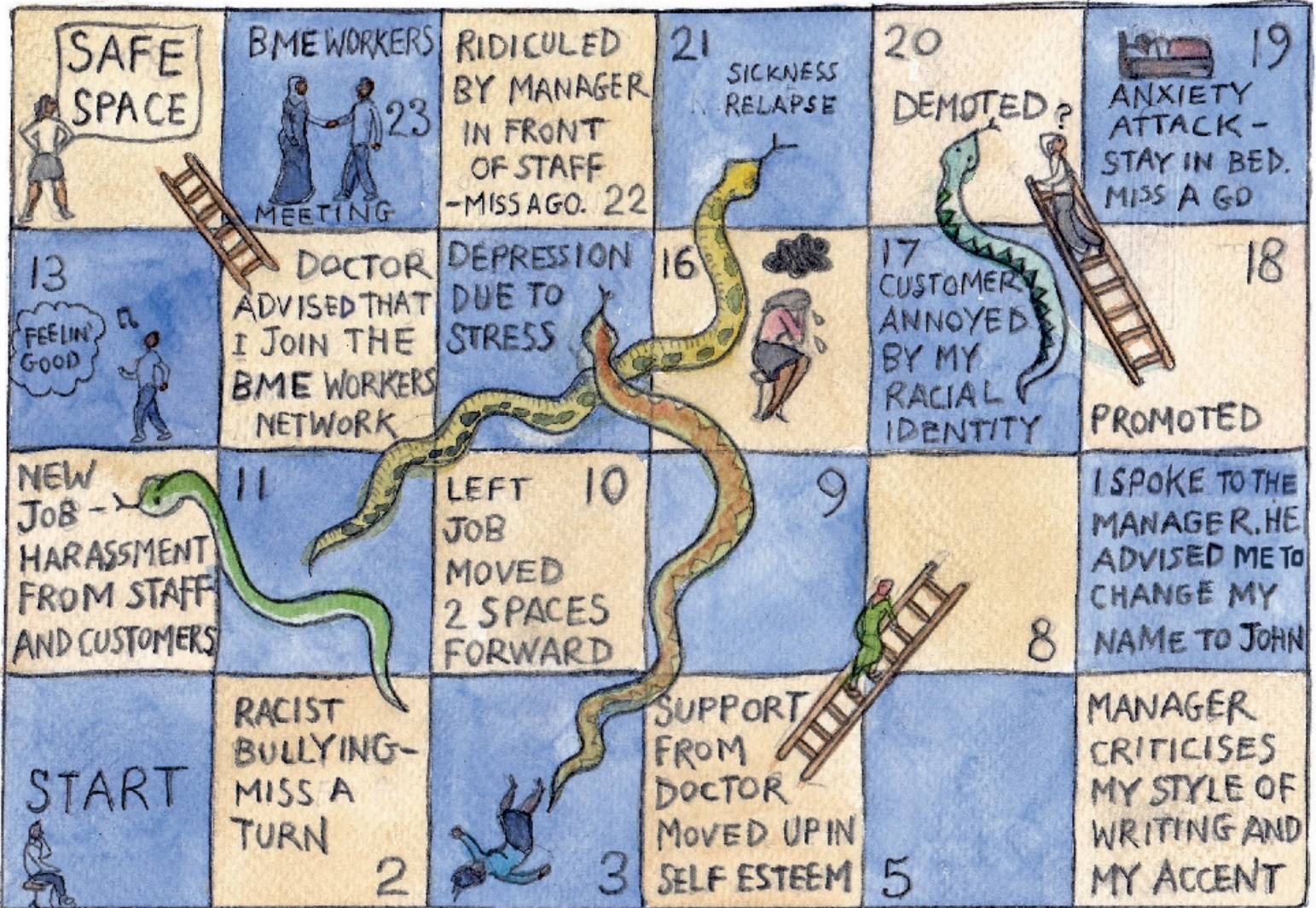
BME WORKERS NETWORK

THE GOOD THING IS TALKING TO PEOPLE WHO HAVE EXPERIENCED THE SAME THING AND CAN RELATE TO WHAT YOU'RE GOING THROUGH

CHALLENGING RACISM DOESN'T COME WITHOUT RISKS, SO WE LIMIT THOSE RISKS BY BEING PART OF THE BLACK AND MINORITY ETHNIC WORKERS NETWORK

WE CAN COME TOGETHER TO CREATE SAFE SPACES WHERE WE CAN SUPPORT ONE ANOTHER BY SHARING EXPERIENCES AND INFORMATION





SAFE SPACE



BME WORKERS



MEETING

RIDICULED BY MANAGER IN FRONT OF STAFF -MISS AGO. 22

21 SICKNESS RELAPSE

20 DEMOTED?

19 ANXIETY ATTACK - STAY IN BED. MISS A GO



13 FEELING GOOD



DOCTOR ADVISED THAT I JOIN THE BME WORKERS NETWORK

DEPRESSION DUE TO STRESS

16

17 CUSTOMER ANNOYED BY MY RACIAL IDENTITY

18 PROMOTED



NEW JOB - HARASSMENT FROM STAFF AND CUSTOMERS

11 RACIST BULLYING - MISS A TURN

10 LEFT JOB MOVED 2 SPACES FORWARD

9 SUPPORT FROM DOCTOR MOVED UP IN SELF ESTEEM

8

I SPOKE TO THE MANAGER. HE ADVISED ME TO CHANGE MY NAME TO JOHN



START



2

3



5

MANAGER CRITICISES MY STYLE OF WRITING AND MY ACCENT

Funded by the Economic and Social Research Council, this comic is a part of series of short graphic novels and short films based on the *Race at Work* survey.

Commissioned in 2015 by Business in the Community, 24, 457 people took part in the survey, making it one of the biggest surveys of its kind. More than 2,000 participants provided comments relating to experiencing and witnessing racism at work, while more than 3,000 people provided statements on what their employers did to promote equality and diversity in the workplace. We have used these comments and statements to address some of the key issues that we discussed in the *Equality, Diversity and Racism in the Workplace* report which was published in November 2016.

Basing the characters in the graphic novels on the demographic profiles of the *Race at Work* survey participants, we have tried to quote these comments and statements directly in order to draw attention to the nature and scale of racism in workplaces today. Our aim is to highlight the impact that racism can have on people's emotional and psychological wellbeing, while also drawing attention to the difficulties ethnic minority workers face when trying to challenge racism in the workplace. In response to this, we have made direct reference to the different 'coping mechanisms' and sources of support that survey participants deployed and made use of when confronted by racism at work.

In putting these graphic novels and films together we hope that they may be of some help to people experiencing or witnessing racism at work. We also hope that they send a clear message to managers and employers in terms of how we expect them to respond to racism in the workplace, while showing employees and colleagues the impact that racism can have and what they can do to tackle it. Given that it is almost fifty years since the Race Relations Act was amended to outlaw racial discrimination in employment, one thing is clear - indifference is not the answer!

We want to thank the people across the UK who took part in the *Race at Work* survey for sharing their experiences. Without you we would not have been able to help draw attention to the nature, scale, impact and persistence of racism in the workplace. We hope we have done your stories justice.

To find out more about the graphic novels, short films and the *Equality, Diversity and Racism in the Workplace* report please go to:

<http://www.ethnicity.ac.uk/research/research-partners/race-at-work/>

All artwork is by Paul Gent: pablogent@outlook.com.

