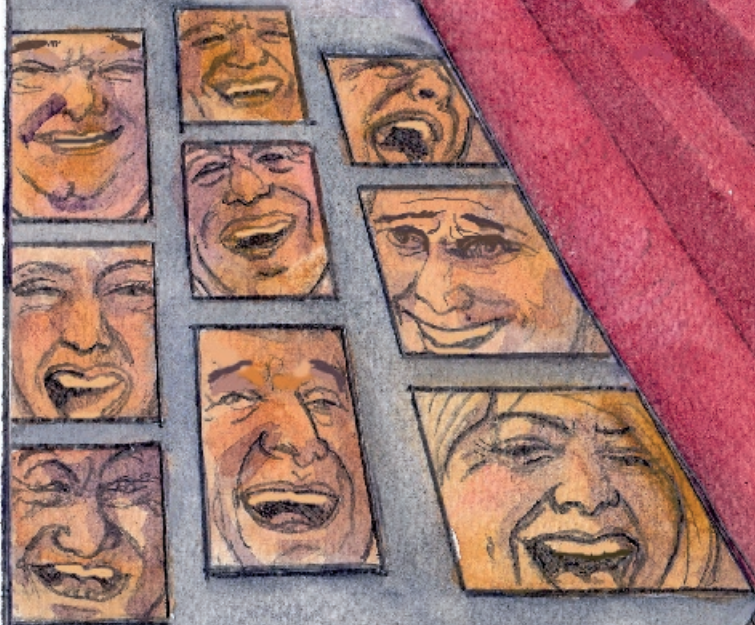
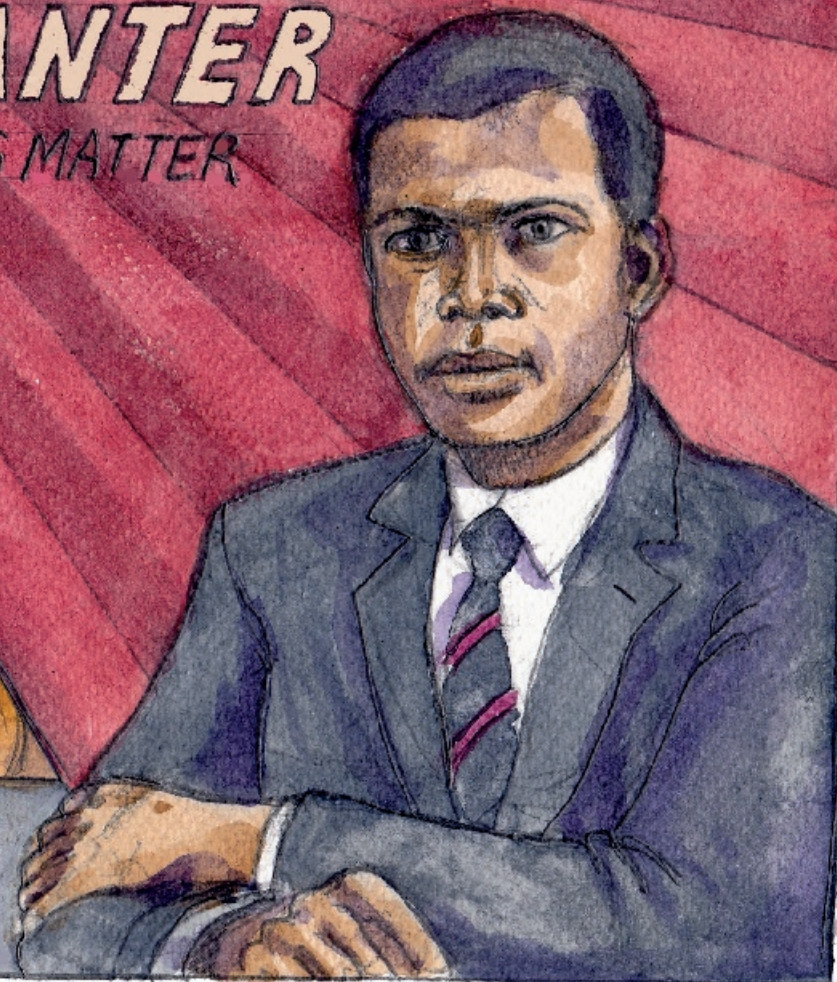


RACIST BANTER

IS NOT A LAUGHING MATTER



WE'RE NOT LAUGHING...
WHY ARE YOU?



LET ME INTRODUCE MYSELF, MY NAME IS RODNEY CLARK, I AM A TEACHER AT MARY PRINCE ACADEMY IN LEICESTER. RECENTLY I CELEBRATED MY 40TH BIRTHDAY...

HAPPY BIRTHDAY SIR!

FOR MY BIRTHDAY THE OTHER TEACHERS ORGANISED A BIRTHDAY CAKE AND SANG HAPPY BIRTHDAY. MY ALL-WHITE COLLEAGUES ALSO GAVE ME A 'COMIC' CARD ...

WORLD MAP

WHAT IS IT?

IT'S A PICTURE OF A MONKEY ON A SUN LOUNGER...

THANKS YOU SHOULDN'T HAVE...

OOH... HA-HA

WE CHOSE IT BECAUSE IT LOOKS LIKE YOU

NO ONE STEPPED INTO SAY IT WAS UNACCEPTABLE.



ONE OF MY COLLEAGUES NOTICED I WAS UPSET...

I DON'T THINK
THEY MEANT
ANYTHING
BY IT

IT WAS JUST
A BIT OF FUN...
YOU'RE MAKING
A FUSS ABOUT
NOTHING

IT'S OFFENSIVE AND RACIST. BLACK PEOPLE
HAVE FACED THIS TYPE OF RACISM FOR CENTURIES



THE NEXT DAY I MET MY FRIENDS FOR A DRINK TO CELEBRATE MY BIRTHDAY BUT I COULDN'T STOP THINKING ABOUT WHAT HAPPENED AT WORK.

WHAT'S WRONG RODNEY?

AT WORK THEY ORGANISED A BIRTHDAY CAKE AND GAVE ME THIS CARD...

THAT'S OUT OF ORDER!

AND WHEN I SAID IT WAS RACIST I WAS TOLD I WAS MAKING A FUSS OVER NOTHING

THEY CLEARLY WOULDN'T KNOW WHAT RACISM WAS IF IT JUMPED UP AND BIT THEM ON THE BUM



MANY OF MY FRIENDS HAD ALSO EXPERIENCED OR WITNESSED SIMILAR FORMS OF EXPLICIT AND OVERT RACISM...


IT SEEMS TO HAPPEN EVERYWHERE. WHEN I WAS IN CONSTRUCTION A CONTRACTOR MADE MONKEY NOICES AND PUT A BANANA IN MY DESK

A WHITE COLLEAGUE CAME IN AND TOLD MY PAKISTANI COLLEAGUE TO 'LEARN TO SPEAK ENGLISH' AND TO 'GO BACK TO YOUR OWN COUNTRY AND STOP TAKING JOBS OFF WHITE PEOPLE.' SORRY BUT YOU CAN'T SAY THIS SORT OF THING IS BANTER

IT'S NOT JUST ABOUT DISCRIMINATION AND PHYSICAL AND VERBAL ABUSE. IT CAN BE VERY SUBTLE

I'M OFTEN LEFT OUT OF SOCIAL MEETINGS, BUT BECAUSE IT IS SO SUBTLE IT IS DIFFICULT TO PIN POINT





SEND ME YOUR EMAILS
BEFORE SENDING
THEM OUT-YOUR
ENGLISH IS BAD

I'M HUMILIATED BY MY
MANAGER IN FRONT OF MY
COLLEAGUES. IF I ASK
HIM QUESTIONS HE
ANSWERS IN AN ANNOYING
TONE. THE MANNER IN
WHICH HE TALKS TO ME
IS DIFFERENT FROM MY
WHITE COLLEAGUES

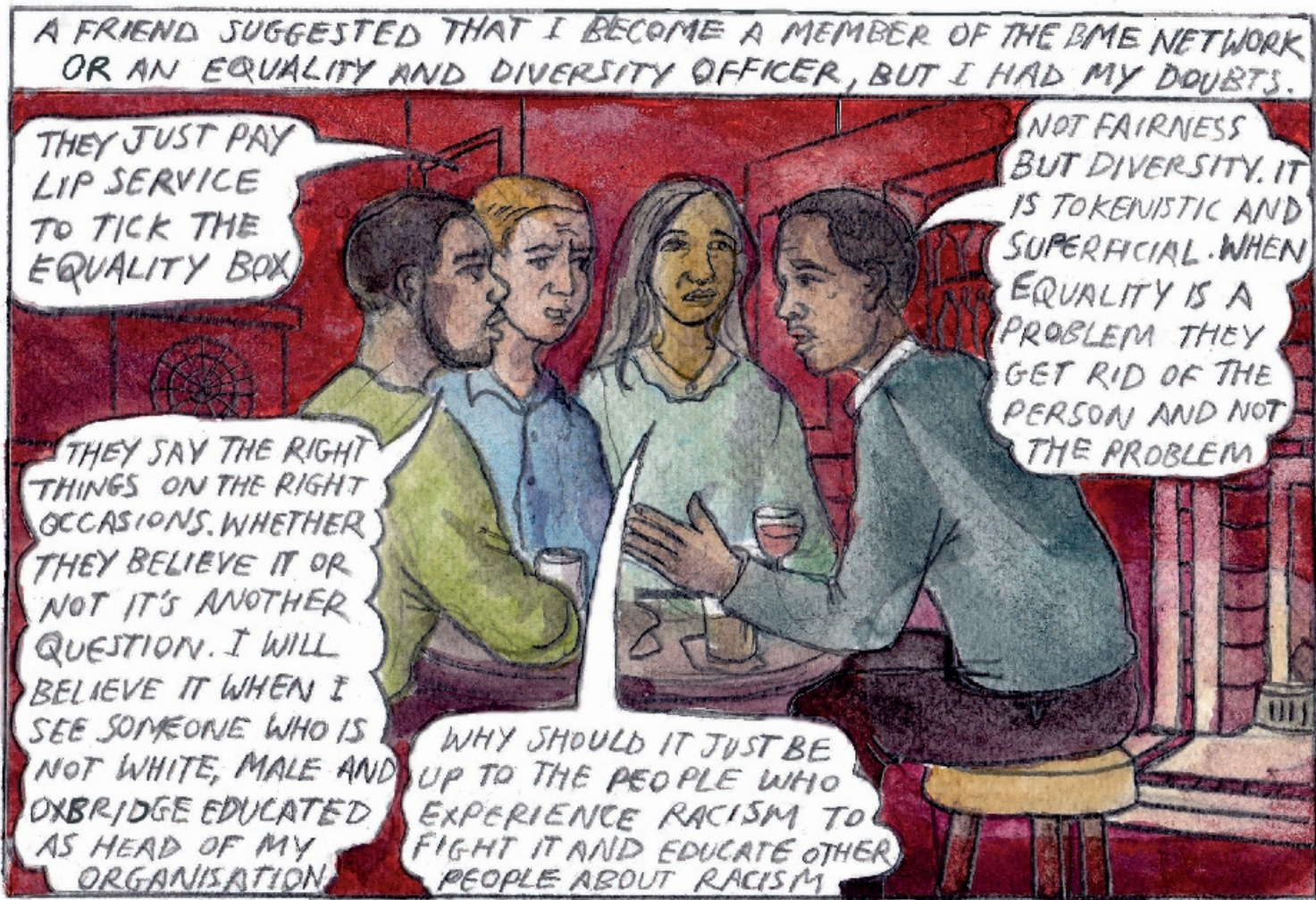
A FRIEND SUGGESTED THAT I BECOME A MEMBER OF THE BME NETWORK OR AN EQUALITY AND DIVERSITY OFFICER, BUT I HAD MY DOUBTS.

THEY JUST PAY LIP SERVICE TO TICK THE EQUALITY BOX

THEY SAY THE RIGHT THINGS ON THE RIGHT OCCASIONS. WHETHER THEY BELIEVE IT OR NOT IT'S ANOTHER QUESTION. I WILL BELIEVE IT WHEN I SEE SOMEONE WHO IS NOT WHITE, MALE AND OXBRIDGE EDUCATED AS HEAD OF MY ORGANISATION

WHY SHOULD IT JUST BE UP TO THE PEOPLE WHO EXPERIENCE RACISM TO FIGHT IT AND EDUCATE OTHER PEOPLE ABOUT RACISM

NOT FAIRNESS BUT DIVERSITY. IT IS TOKENISTIC AND SUPERFICIAL. WHEN EQUALITY IS A PROBLEM THEY GET RID OF THE PERSON AND NOT THE PROBLEM



ONE OF THE FIRST THINGS I DID WHEN I BECAME AN EQUALITY AND DIVERSITY OFFICER WAS TALK TO OTHER OFFICERS ABOUT HOW THEY DEAL WITH RACIST BANTER AT WORK.

DEALING WITH RACIST BANTER IS DIFFICULT. THEY'LL JUST SAY YOU'RE BEING A KILLJOY

HOW WOULD THESE PEOPLE FEEL IF THEY WERE ALWAYS ON THE RECEIVING END OF SO CALLED RACIST JOKES?



WE NEED TO TRY TO GET PEOPLE TO REALISE THAT WHAT THEY MIGHT FIND FUNNY OR A LITTLE BIT OF BANTER CAN BE REALLY UPSETTING AND OFFENSIVE

PEOPLE NEED TO UNDERSTAND THAT WHAT THEY MIGHT THINK IS A JOKE ACTUALLY REPRODUCES DIFFERENT RACIST STEREOTYPES

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@otutlook.com.

