

# PEOPLE OF COLOUR

Inclusion of all members is a core value of Girlguiding North West England. As an organisation, we believe racism has no place within guiding, and we commit to being an accepting, supportive, and inclusive space for all members, regardless of the colour of their skin.

At Girlguiding North West England, we stand in solidarity with our members of colour and understand that it is not enough to not be racist; we must be actively anti-racist. We strive to challenge racist behaviours, listen to our members of colour, and champion diversity and inclusion.

## Talking about Race & Racism:

We know having conversations about race and racism can seem daunting, but these conversations are essential to creating an inclusive environment within guiding. The following resources are designed to help support conversations with young members about race and racism and help our young people to develop a stronger understanding of what inclusion means. There are also resources for our adult members to help them to create a deeper understanding of the experiences of people of colour, and understand how to be actively anti-racist.

## Resources

### Resources for young members from the Girlguiding program:

The below Girlguiding activities support conversations surrounding inclusion, equality, kindness, antidiscrimination, and friendship. These activities can be used to support discussions of race and antiracism with young members.

#### Rainbows:

- Black History Month Resources- [Hidden histories](#)
- UMA Take Action- Uncrumpled friends

#### Brownies:

- Black History Month Resources- [Out of sight stories](#)
- UMA Know Myself- Brownie town
- UMA Take Action- Fairest of them all

#### Guides:

- Black History Month Resources- [Celebrating sheroes](#)
- UMA Know Myself- Pick a card

#### Rangers:

- Black History Month Resources- [Unsung stories](#)
- UMA Take Action- Window or Mirror



## Additional resources for young members

Alongside our Girlguiding resources, there are also many informative and age-appropriate resources available. Below are a list of videos, articles, and books which may be useful to aid in discussions surrounding inclusion, and anti-racism.

### Videos:

- CBBC Newsround, ['Racism in the UK: British kids tell us about their experiences'](#)
- CBBC Newsround, ['What is white privilege'](#)
- CBBC Newsround, ['What inequalities do Black people face in Britain?'](#)
- CBBC Newsround, ['How you can help stop racism'](#)

### Articles:

- UNICEF, ['Talking to your kids about racism'](#)
- BBC, ['How to talk to your children about race and racism'](#)
- Books For Littles, ['Anti-Racism For Kids 101: Starting To Talk About Race'](#)
- The Radio Times, ['Blue Peter delivers powerful message for kids about racism and Black Lives Matter'](#)

### Books:

- The Skin I'm In, Pat Thomas (4-7 years)
- My Skin, Your Skin: Let's talk about race, racism and empowerment, Laura Henry-Allain MBE, Illustrated by Onyinye Iwu (4-8 years)
- What is racism, Katie Daynes and Jordan Akpojara, Illustrated by Sandhya Prabhat (4-8 years)
- Don't Touch My Hair! Sharee Miller, (4-8 years)
- The Colour of Us, Karen Katz (4-8 years)
- My Hair, Hannah Lee, Illustrated by Allen Fatimaharan (5-9 years)
- Little Leaders: Bold Women in Black History Vashti Harrison (7-10 years)
- This Book is Anti-racist, Tiffany Jewell, Illustrated by Aurelia Durand (10-12 years)
- Stand Up and Speak Out Against Racism Yassmin Abdel-Magied (10-12 years)
- What is Race? Who are Racists? Why Does Skin Colour Matter? And Other Big Questions, Clair Heuchan and Nikesh Shukla (10-14 years)



### **Resources for adult members:**

To be a truly anti-racist organisation we must commit to listening to the voices of people of colour, continually educating ourselves, and unlearning harmful rhetoric, traditions, and assumptions. Below are some resources for our adult members who may wish to expand their knowledge surrounding the topic of racism and anti-discrimination.

- White Tears/ Brown Scars, Ruby Hamad
- How To Be An Antiracist, Ibram X. Kendi
- Ain't I A Woman: Black Women and Feminism, bell hooks
- Women, Race, & Class, Angela Y. Davis
- The Good Ally, Nova Reid
- Wish We Knew What to Say: Talking with Children About Race, Dr Pragya Agarwal
- Against White Feminism, Rafia Zakaria

