

NATALIE AND NAOMI EVANS

Everyday

ACTION

Everyday

CHANGE

STAY POSITIVE AND

MOTIVATED IN THE

FIGHT AGAINST

RACISM

AND

PREJUDICE



wren
& rook

ILLUSTRATED BY KELLY MALKA

CHAPTER ONE

***We are all
different and
What We mean
by prejudice and
discrimination***



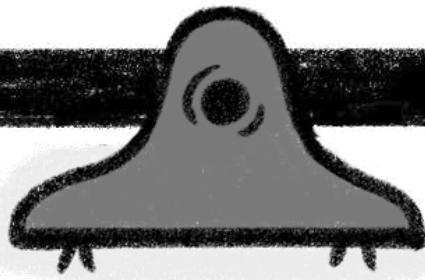
you



eight

BILLION

people



Did you know that we are all unique? But what do we mean when we say we're unique? You may not believe it, but there **ARE OVER EIGHT BILLION PEOPLE ON THE PLANET**. Yes, that's a lot of people making their way around the Earth, living their lives. And one of those people is YOU! What's more is that no one is the same as you! We're all one of a kind, but what is it that makes you, you? What makes us different from each other?

IDENTITY

Your identity is who you are as a person, and it's made up of many characteristics such as:

- **HOW WE LOOK**
- **THE WAY WE THINK**
- **OUR PERSONALITY**
- **WHERE WE COME FROM**
- **WHAT WE BELIEVE**
- **WHAT WE LIKE TO DO**
- **WHO WE LOVE**

A great way to think about identity is by picturing a puzzle. Now imagine each puzzle piece represents a part of your identity, and when you put them all together, they make you! Everyone will have different puzzle pieces and, let's face it, the world would be pretty boring if we were all the same!

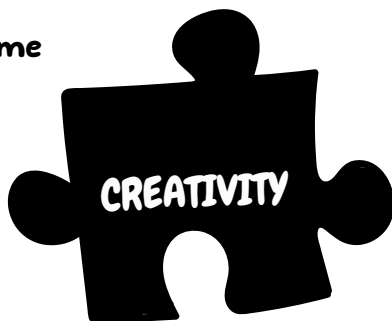
THERE IS ONLY ONE OF YOU IN THIS WORLD, SO WHY NOT BE THE BEST VERSION OF YOU?

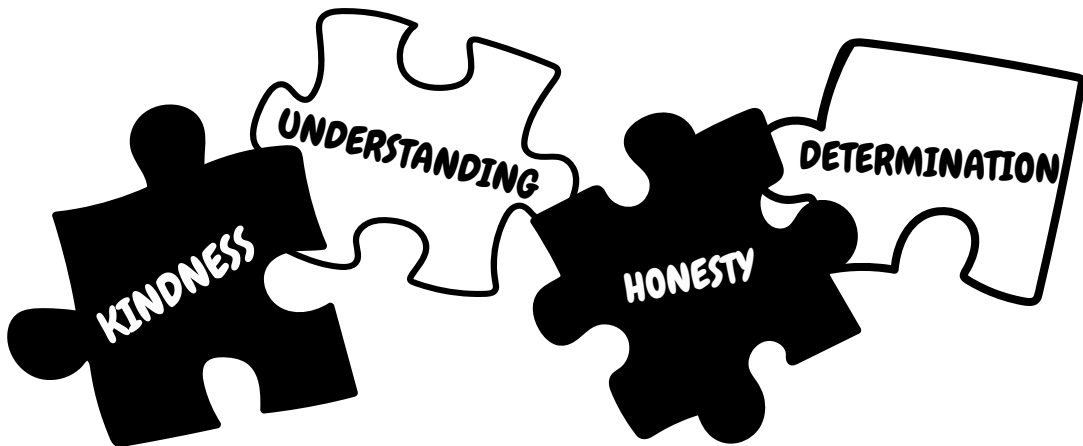
Sometimes identity can be fluid. This means it can **change** and **grow** over time, for example, the football team you support, your hobbies, the people you love or your beliefs.

Let's go back to our puzzle. In *this* puzzle, as you go through life, you may swap some pieces out and replace them with something else, and that's absolutely fine. It is a puzzle that does not have to keep the same pieces to be complete. There are some parts of your identity that you *can't* change, and these will stay with you forever, such as the colour of your skin or where your family is from.

Your values are also a really important part of your identity. Values are ideas you have or the areas in life that are meaningful to you. A value is a belief in something that shows what is important to you. Values also help you to see what you think is right and wrong. What's super cool is that your values can change as you learn and grow.

Here are some examples of values:





Remember when we said we are all unique? Well, this includes our values. Everyone has values that are unique or important to them, and this is really cool because it means we don't have to just see the world through our own views, but **we can learn from other people's perspectives too.**

VALUES HELP DIRECT US AND GIVE US MEANING AND PURPOSE IN LIFE



NAOMI

Here is a memory I have where I learnt about someone's else's values. At lunch one day at secondary school, pork with potatoes and vegetables was on the menu. There was a boy called Arman standing in front of me, who chose to have the vegetarian option. I asked him why he didn't want to eat the meat option. He told me that he was a Muslim and so he could not eat pork. I had never met someone who was Muslim before, so I asked him if he would share more with me about his faith.

He told me that Muslim people follow a religion called Islam, and that they believe in a god called Allah. He told me all about how Muslims pray five times a day (called Salah or Namaaz), and that the reason Muslims do not eat pork is because it is forbidden in the religion, according to the Qur'an (the holy book of Islam). Some of Arman's values were different to mine, but I loved learning more about him, and how his religion was a huge part of his identity and made up a lot of his values. It meant I got to know him better.



EVERYDAY MINDSET

*Take a moment to think about your identity and values,
and what's important to you.*

Here are some questions to help you:

✦ Where do you live?

✦ What do you like to do?

✦ What makes you unhappy or sad?

✦ How do you think we should treat other people?

✦ What makes you feel excited?



WHERE

DO I

Belong?

WHERE DO I BELONG?

As you get older, some aspects of your identity will form a core part of who you are and it's quite common for these to become a label. Labels can be great because they help us to find community with others and with like-minded people – you might have experienced that already. **Do you have friends or groups of friends with whom you have things in common that bring you together?** It could be that you all support the same football team, that you all like the same music/band or that you have a shared hobby. Whatever it is, it's nice to know that people around you share the same interests. Even though labels can be super helpful, they can also make us feel pressured to use them. We may feel at times that we need to fit in where we don't feel comfortable.



NATALIE

When a friend of mine was at school, because she was very tall everyone assumed she would have excellent netball skills – they labelled her and made assumptions about her based on the way she looked.

What really matters is that we are comfortable with who we are and the labels we choose. It's not for anyone else to label you; only you know who you are and what makes you, **YOU!** Don't let anyone tell you otherwise.

Take a look at these words and see which labels you recognise and which you don't . . .



WE SHOULDN'T PUT OTHER PEOPLE IN BOXES

There are some people in this world who won't like or agree with your label or who dislike things about your identity and will be mean to you because of it. This is also known as **PREJUDICE** and **DISCRIMINATION**.

Prejudice is when someone has already pre-judged another person before getting to know them. This can be because of the way someone looks, acts, speaks or behaves. It's common to pre-judge a person when we first meet them – do you ever hear a little voice in your ear that says, 'Oh, they are pretty,' or, 'Wow, I like their top – maybe they have lots of money?' Well, this is how prejudice works. But what is important is that we must be careful not to treat people unfairly or differently based on our prejudices.

DISCRIMINATION is when we act upon our **PREJUDICES**. It can be when someone, or a group of people, is treated unfairly because of their identity. Discrimination happens every day – sometimes in small ways that build up over time, but other times in much more obvious ways. Often discrimination happens to marginalised groups of people. **MARGINALISED** people are those who are often prevented from accessing basic opportunities just because of their identity.

Remember I said at the beginning of the book that I was going to give you some everyday action tips? Well, here is one now . . .

EVERYDAY ACTION

Is there something you can do in your life to help others learn more about discrimination and prejudice? Remember that you don't need to be the expert. Maybe while you're learning more about how prejudice and discrimination show up, you could bring your friends or family along with you?

Here is an idea: how about implementing or developing a system in your school, for example, a lunchtime book club where you read books about social injustice and action?

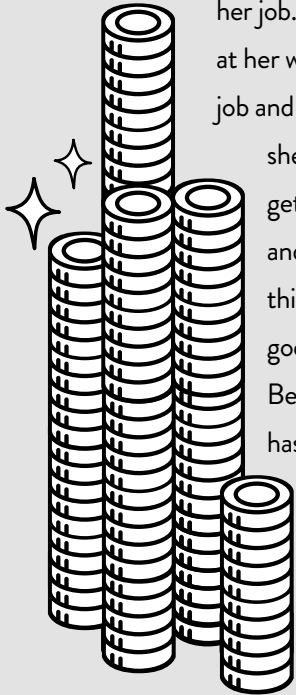
CAN YOU THINK OF ANYTHING ELSE?



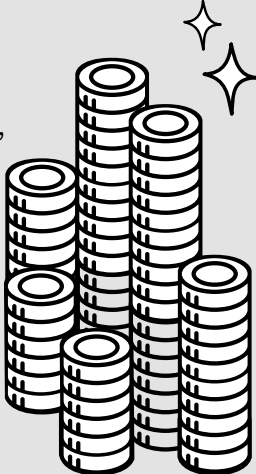
Here are some stories of people I know from marginalised groups who have been discriminated against:



MEET MYRA



Myra is a friend of ours who is ambitious, talented and fantastic at her job. One day she has the opportunity to apply to be a manager at her work, which is really exciting! She is super qualified for the job and the interview goes really well. They talk about salary and she is offered less than what she thought she would get. She is a little upset as she has all the qualifications and experience they asked for. She says she will think about it, and when she leaves the room she goes into a lift where she sees another work friend, Ben, who has also interviewed for the job. He hasn't been at the company for as long as Myra and is less qualified. They are talking about the interview and Myra discovers that he was offered £5,000 more than she was offered.

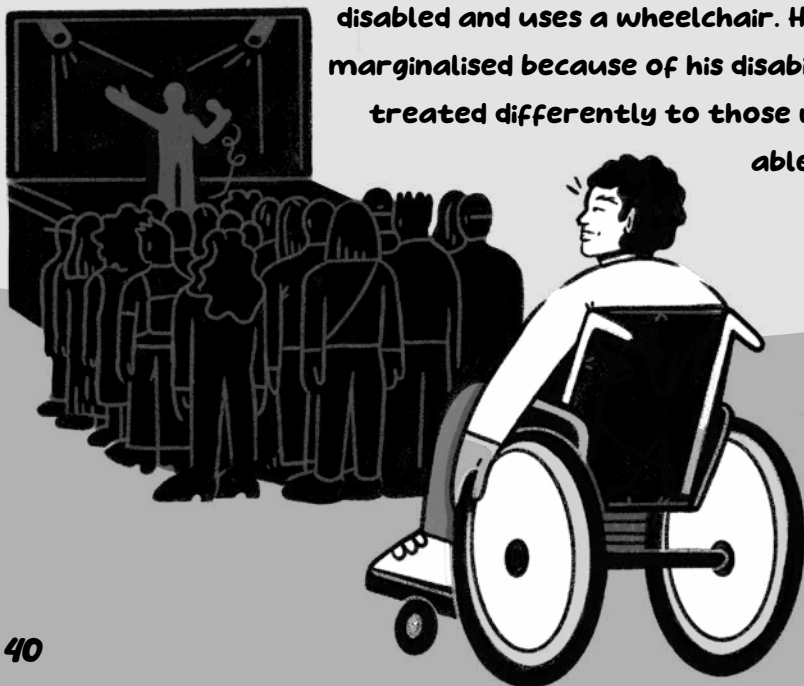


In this case, Myra was discriminated against because she is a woman. Women have historically been marginalised because of their gender and have been seen as less important than men.

MEET SIMON

Simon is a friend of ours who is disabled, and because of this he has to use a wheelchair. One day Simon and his Auntie Helen go to a festival to see his favourite band. Before Simon bought tickets for the event, Helen checked the website to see if the festival would be accessible for people who use wheelchairs. **It said it was. It also said it would have a viewing platform so that people who use wheelchairs could see the stage.** Unfortunately, when they arrive at the festival, there is no viewing platform for Simon to use and he has to watch the stage from the back of the crowd, which makes it really hard for him to see as everyone is standing in front of him. The event organisers had decided not to put the viewing platform in because it would cost too much money.

Simon was discriminated against because he is disabled and uses a wheelchair. He is also marginalised because of his disability and treated differently to those who are able-bodied.



MEET REBECCA

Rebecca is Muslim so she wears a hijab to cover her hair. **Rebecca loves playing football and she is an excellent striker - not only does she think this, but all the people she plays with say she is.**

Rebecca decides she is going to try out for her local football team. On the day, they have to do a series of trials, including shoot-outs,

keepie-uppies and taking part in a football match. Afterwards, the coaches talk to each person individually and ask them questions.

Rebecca is asked if she can play without her hijab, to which she answers, **No. It's against my religion.** The coaches say to her that she can't be on their team unless she removes her hijab, and this means she is unable to make the team.

Rebecca was discriminated against and is marginalised because of her religion.

It seems really unfair that this happens, right? A good thing is that in some countries, including the UK, **acts of discrimination are illegal, to make sure that people are treated fairly.**

However, discrimination is not always taken seriously and those who make laws or enforce sentences can sometimes be people who



do not experience discrimination on a day-to-day basis. This means they often won't understand what it feels like, or recognise the seriousness of it when it does happen. This is why it's really important to **learn about other people's experiences** even if it doesn't affect you personally, because then when discrimination shows up, you can recognise it and know how to stand up for people – **which is exactly how we can be changemakers!**

**EVEN IF IT DOESN'T
AFFECT US PERSONALLY,
WE SHOULD STILL CARE**

Sadly, in some other parts of the world, there are no discrimination laws in place and people are discriminated against every day. There can be big limitations on what they can do about it, which is why it's vital that, where we can, we speak up on behalf of those who can't do so themselves. There are many different names given to how discrimination shows up. Some of them you may have heard of before. Take a look at these words and see which ones you recognise and which you don't. If you want to learn more about what any of these terms mean, turn to the glossary on page 197.

RACISM

SEXISM

ABLEISM

CLASSISM

TRANSPHOBIA

SINOPHOBIA

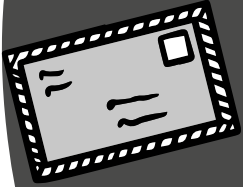
ANTISEMITISM

ISLAMOPHOBIA

HOMOPHOBIA

EVERYDAY ACTION

Is there someone you know who is facing discrimination? Maybe it's a friend at school who is being picked on? Or a family member? Or is it someone you heard about on TV?



Why not do something nice for them to let them know that you support them and care about them? **It could be writing them a letter to cheer them up.**

Whatever it is, spend some time thinking about what you can do to make someone **smile** today.



While many of us face discrimination because of our identity, we can also experience **privilege** because of our identity. Privilege is when a person has certain advantages because of aspects of their identity.

IMAGINE A DINOSAUR AND A DRAGONFLY

The dinosaur and the dragonfly are the best of friends – **they do everything together**. One day the dinosaur and dragonfly decide to go to a new pizza place in town. However, when they get there, the door is **REALLY small**. Now, the dragonfly is small enough to fly straight through the door, but the dinosaur is way too big and can't fit. As much as he tries, he can only get one foot



through the door. The dragonfly is really hungry and becomes impatient.

'Come on,' says the dragonfly to the dinosaur. **'I am hungry.'**

'I can't fit,' says the dinosaur. **'I am trying, but I can't get through. Can we just go somewhere else?'**

The dragonfly gets really angry and says, **'Why do I have to go somewhere else just because you don't fit?'**

The dinosaur responds, **'I am sorry. Some places are just not set up for me, and I can't access the same places as you can because I am too big.'**

Hearing this, the dragonfly feels bad and starts to think about all the places they can go to because they are smaller and because they can fly. The dragonfly realises it's a lot more places than the dinosaur.

'I am sorry,' says the dragonfly. **'I have never had to think about places I can or cannot go because of my size, and I have realised that's because of my privilege. Let's go somewhere else.'**

'That's OK,' says the dinosaur, and off they go to another pizza place that is more inclusive and where the dinosaur can fit inside and enjoy a lovely pizza.

And so you can see, some people are given things in life to help them just based on their identity. This can include someone's gender, body size, skin colour, ability, education, culture, religion and many more.



LIFE ISN'T THE SAME FOR EVERYONE, SO WE MUST LEARN FROM ONE ANOTHER TO HELP ONE ANOTHER

The next stop on our grand tour of identity is **intersectionality**.

This big word is broken down like this:

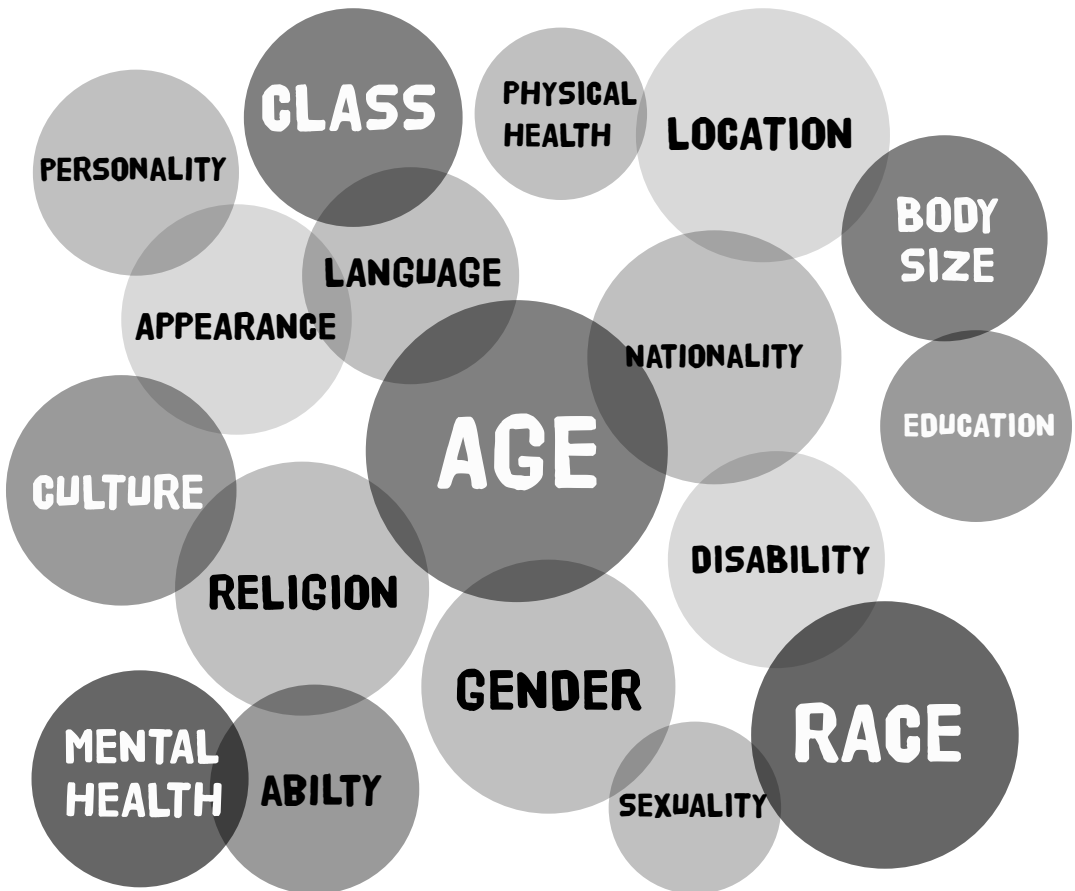
Inter-section-ality. It was a term used by **Professor Kimberlé Crenshaw** to help us understand that **we all have our own unique ways of experiencing discrimination and privilege**. Kimberlé is a Black woman and she noticed that there wasn't a useful way to talk about the fact that the experiences of Black women are different to the experiences of white women.

You see, women can face sexism. Sexism is the way men and women are treated differently. (Women have historically been treated badly and not had the same rights as men.) As a woman, Kimberlé has faced sexism (she has been treated differently because of her sex), but as she is a Black woman, she also faces racism.

You could think about it like this: if you are Asian and identify as a girl and you don't have a disability, you may experience racism and sexism, but you won't face ableism (discrimination against you because you have a disability). Or if you are a boy who is white and gay with a disability, you may face homophobia and ableism but not racism.

The important thing about intersectionality is to remember that **life isn't the same for everyone**, even those who share similar identities as you, and by understanding how intersectionality works, **we have a better understanding of how to help others.**

THESE ARE SOME FACTORS THAT MAKE UP INTERSECTIONALITY



EVERYDAY MINDSET



What is something that you have seen or experienced in the world that is unfair?

✦ How did it make you feel?

✦ Did you feel confident enough to say anything?

✦ If it happened again, what would you do differently?

That was a lot we just went through, wasn't it? And there were some really big words. Don't worry if you don't quite understand what they mean yet – it will take time.

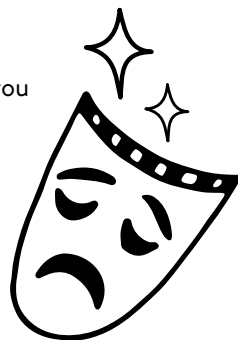
Feel free to take a pause or a break here if you need it. We know it's a lot to take in!

PAUSE ▸

One of the most important words on the planet is . . . empathy. Have you ever heard of it? Empathy means the ability to understand other people's feelings and experiences, even if you're not facing the same thing. **Here are some examples of empathy in action:**



You got the part you wanted in the school play, but you find out that your friend didn't get the part they wanted and they are really upset. Even though you got the outcome you wanted, you still feel really sad for your friend. **This is empathy.**



You're at a friend's birthday party and you're watching them open their presents. Your friend told you beforehand that all they wanted for their birthday was a specific game for their Nintendo Switch. When opening their presents, they finally get it, and you are so happy for them! Even though you didn't buy it and even though it's a game you wouldn't have asked for, you're still chuffed for your friend. **This is empathy.**

EMPATHY IS CARING ABOUT AND RESPECTING SOMEONE ELSE'S FEELINGS

Another part of empathy is being able to understand someone else's way of thinking even if you don't agree with them. It's a way of seeing something from a different point of view. You may have heard the phrase '**putting yourself in someone else's shoes**', and this is exactly what that means. Here is an example:

Your mum, dad or caregiver is upset because they have been asking you for a couple of days now to tidy your room, and you still haven't done it. They end up cleaning it for you, which you might think is a really good thing because you haven't had to do it yourself, but put yourself in their shoes. Imagine asking your parents/caregivers for something over and over again, like taking you to the park. Imagine they say yes but they actually never take you, and you end up having to go by yourself. **How does that make you feel?**

HOW CAN YOU PRACTISE EMPATHY?

Empathy is about not only what someone else is feeling, but also caring enough to do something about it. Practising empathy helps you to be a better friend and a more caring person.

EVERYDAY ACTION

Here are some everyday ways we can practise empathy:

★ **Pay attention to other people and the way they are feeling**

★ **Think before you speak or act**

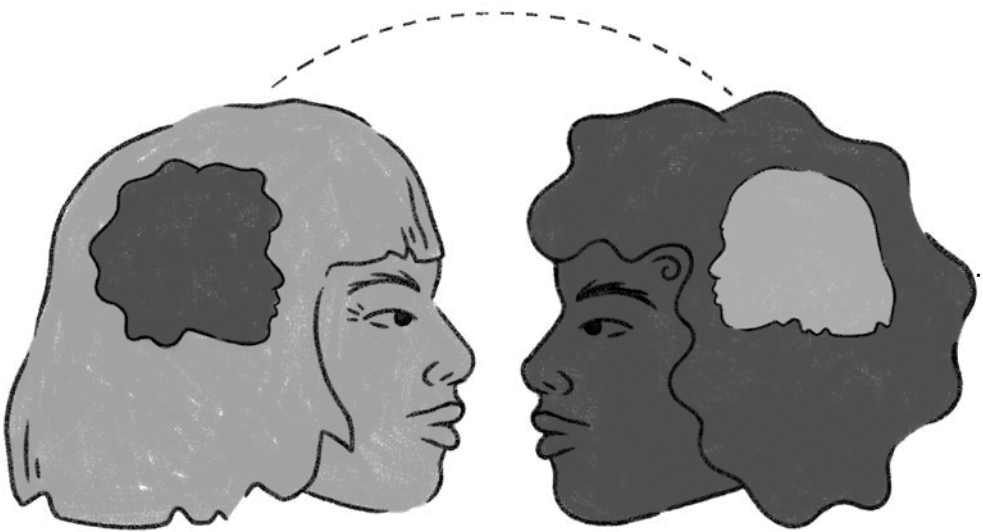
★ **Remember that everyone is unique**

★ **Stand up for others**



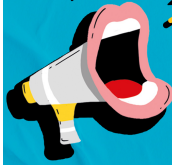
REMEMBER!

Empathy doesn't mean you will always 100% understand what someone is going through, but it's about taking the time to think about what life is like for different people, because we don't live in a world that is fair for everyone.



FROM THE FOUNDERS OF
EVERYDAY RACISM

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