

be the change.

Join the Movement

This pack is a reference guide for some excellent resources for educating yourself and others on Black culture and issues.

In order to combat overt, covert and systemic racism we must continue to learn and face difficult questions and topics.

Better Together.
xv



Multiculture@Sky

all in.

01

02

03

04

05

06

07

08

Books

Page 8 - 9

Kids Books

Page 10 - 11

Artists

Page 12 - 13

Music

Page 14 - 15

Film/TV

Page 16 - 17

Podcasts

Page 18 - 19

Poetry

Page 20 - 23

Hair

Page 24 - 27

con-

tents

What is #BlackLivesMatter?

The #BlackLivesMatter movement was founded in 2013, following the acquittal of George Zimmerman in the murder of 17 year old Trayvon Martin in the United States. The outcome of the case sparked national and international outcry, as it highlighted the clear injustice and systemic racism against Black people in the justice system in particular.

Sadly, the Trayvon Martin case was not the first of its kind, nor is it confined to just the United States. Internationally, as a result of the #BlackLivesMatter movement, a spotlight has brought to the fore the institutionalised racism that the Black community faces, not only in the justice system, but almost all other aspects of their lives as well.

What does #BlackLivesMatter mean the UK?

Simply put, it means the same as it means anywhere else in the world - firstly, a recognition that systemic and institutionalised racism against black people acts as a massive barrier to their life experiences and success. Secondly, solid action to remove these prejudices permanently, so that future generations of black men and women may be afforded the respect and opportunities that their predecessors were so wrongly denied and that many of their non-black counterparts take for granted.

Facts and figures

Officers enforcing Coronavirus lockdown measures we found to be **over twice as likely** to fine black people over white people. (source: The Guardian)

Arrests made for breach of lockdown rules showed that black people **made up 38% of arrests** in London, whilst **only forming 12% of the population**. (Source: The Guardian)

A study into bias within the recruitment process showed that those of **Nigerian descent** had to send **twice as many applications** for identical roles as British applicants with **exactly the same skills**. (Source: The GEMM Project)

Black Caribbean pupils are around **1.7 times more likely** to be permanently excluded than **their white British counterparts**. (Source: The Timpson Review)

What is an ally?

A person who shares diversity-supporting values and actions with others, whether they are present or not. Being a cultural ally is an ongoing strategic process in which we look at our personal and social resources, evaluate the environment we have helped to create, and decide what needs to be done.

What can I do as an ally?

You've identified yourself as an ally and you now want to help the cause, what should you do? There are a range of actions you can take, depending on how comfortable you are in your knowledge of the movement and the issues at hand. Here are some of our top suggestions:

Educate yourself

It can become exhausting for the black community to have to keep explaining things, so try to take the initiative to learn by reading a book, listening to podcasts or even watching a Netflix series on key issues.

Sign and donate

Signing petitions is a great way of expressing support as well as pushing the issue towards recognition from the government. Donations to fundraising efforts helps the families of those affected and in the case of US fundraising, help to fund legal costs for those who are arrested whilst protesting.

Use your voice

If you are lucky enough to be in a role that gives you key decision making powers of influence (i.e. executive roles), use your voice to ensure that your black employees and/or customers are given a seat at the table even when they are not physically there.

How to retain black talent in the workplace

@socialflixt

Expand your teams

Hiring one Black person in your company of 100+ does not make it diverse.

Relying on one or two Black people to represent the Black experience and popular culture is lazy.

Invest in Black talent

Black talent disproportionately occupies entry and junior level roles, with little to no understanding of how they can be promoted to senior leadership.

Define the promotional pipeline for Black employees in their 1:1s and review meetings.

Are you a supportive manager? Do you push your Black employees to excel being their authentic self or do you box them even without realising?

Respect boundaries

Black people often express themselves through hair. This means that we may change our hair styles often. Compliment but do not touch.

Be aware

At times being a Black employee in a predominantly white space, can result in censoring yourself for most of the day. Things like hair, attire, tone of voice and hand gestures may be being internally policed.

Avoid stereotyping

It is often seen as intimidating when Black employees congregate at work. A Black employee finding people they can relate to culturally within the company they work for, is not a crime.

When you see a group of white people having lunch together, is this seen as threatening or exclusionary?



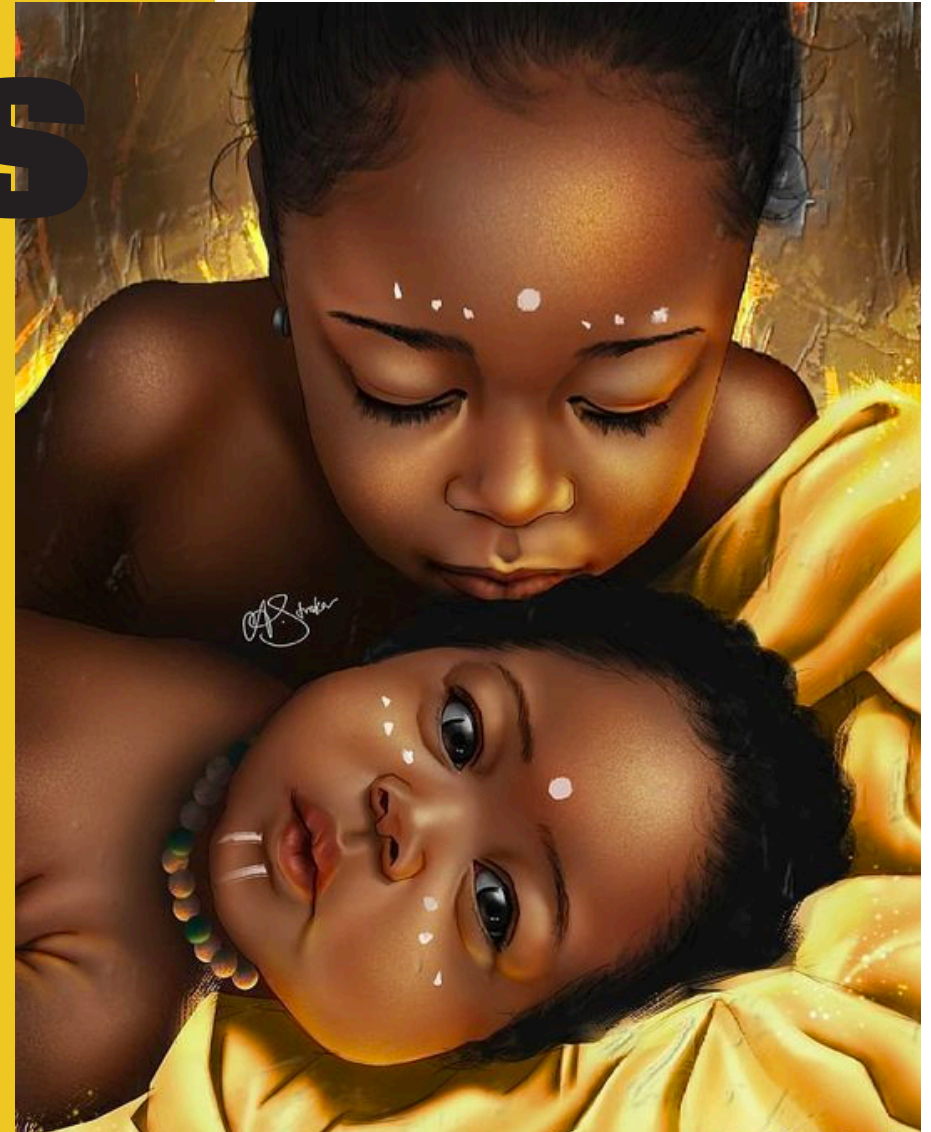
01 books

- | | | | |
|----|--|----|--|
| 01 | Born A Crime
Trevor Noah | 11 | White Fragility
Robin Diangelo |
| 02 | Why I'm No Longer Talking to White People About Race
Reni Eddo-Lodge | 12 | The Good Immigrant
Nikesh Shukla |
| 03 | Between the World and Me
Ta-Nehisi Coates | 13 | Overcoming Everyday Racism
Susan Cousins |
| 04 | Me and White Supremacy
Layla Saad | 14 | Natives
Akala |
| 05 | Song of Solomon
Toni Morrison | 15 | The Color Purple
Alice Walker |
| 06 | An Orchestra of Minorities
Chigozie Obioma | 16 | A Brief History of Seven Killings
Marlon James |
| 07 | Queenie
Candice Carty-Williams | 17 | Noughts and Crosses
Malorie Blackman |
| 08 | Taking Up Space
Chelsea Kwakye & Ore Ogunbiyi | 18 | The Black Jacobins
CLR James |
| 09 | Becoming
Michelle Obama | 19 | The Hate U Give
Angie Thomas |
| 10 | Beloved
Toni Morrison | 20 | If Beale Street Could Talk
James Baldwin |



02 kids books

- | | | | |
|----|--|----|---|
| 01 | You Can Do Anything
Akala | 10 | Sulwe
Lupita Nyong'o |
| 02 | Get Up, Stand Up
Bob Marley | 11 | Hair, It's a Family Affair
Mylo Freeman |
| 03 | One Love
Bob Marley | 12 | When God Made You
Matthew Paul Turner |
| 04 | Every Little Thing
Bob Marley | 13 | I Need You to Know: The ABC's
of Black Girl Magic
Lora McClain-Muhammad |
| 05 | ABC African Instruments
Emma Dowuona-Hammond | 14 | We're Going On A Lion Hunt
David Axtell |
| 06 | Sharing Time
Elizabeth Verdick | 15 | Little Leaders: Bold Women in
Black History
Vashti Harrison |
| 07 | The Princess and the Pea
Rachel Isadora | 16 | My Brown Skin
Dr. Thomishia Booker |
| 08 | Handa's Hen
Eileen Browne | 17 | I Love My Hair!
Natasha Anastasia Tarpley |
| 09 | Handa's Surprise
Eileen Browne | | |





03 artists

- 01 **Frank Bowling**
- 02 **Dapo Adeola**
@dapsdraws
- 03 **Ayesha Feisal**
@ayeshasarthouse
- 04 **Enam Gbewonyo**
@enamgd
- 05 **Ashley Straker**
@ashleystraker
- 06 **Kelvin Okafor**
@kelvinkakafor_art
- 07 **BAMBUU**
@bambuu_creates
- 08 **Kay Davis**
@kaydavisartist
- 09 **Dwight White**
@_dwightwhite
- 10 **Sarah Owusu**
@sowusu
- 11 **Funny Tummy**
@funnytummyart
- 12 **Sahara Jones**
@sahara_illustrator
- 13 **Arinze Stanley**
@arinze



04 music

Scan QR code for Multiculture@Sky's Spotify Black Lives Matter playlist

- 01 **This Is America**
Childish Gambino
- 02 **Brown Skin Girl**
Beyonce
- 03 **Superheroes**
Stormzy
- 04 **Don't Shoot**
The Game, Rick Ross, Fabolous etc.
- 05 **Black Boys**
Bashy

- 06 **Otherside of America**
Meek Mill
- 07 **Keep Ya Head Up**
2Pac
- 08 **Change Is Gonna Come**
Sam Cooke



05 film/tv

- 01 Fruitvale Station
- 02 When They See Us (Netflix)
- 03 13th
- 04 Get Out
- 05 The Hate U Give
- 06 Just Mercy
- 07 Hidden Figures
- 08 Blackkklansman
- 09 Queen & Slim
- 10 The Colour Purple
- 11 The Help
- 12 12 Years A Slave
- 13 Harriet
- 14 If Beale Street Could Talk
- 15 The Blind Side
- 16 American Son (Netflix)
- 17 Black-ish





- 01 Super Soul Conversations
- 02 The Nod
- 03 Have You Heard George's Podcast?
- 04 Black History Buff Podcast
- 05 The Receipts Podcast
- 06 Black Women Working
- 07 About Race with Reni Eddo-Lodge
- 08 Foreign Affairs Podcast
- 09 What Matters
- 10 2 Queens Pod: Episode 63
- 11 If I Were You: Episode: 437
- 12 You're Pretty For A Podcast
- 13 You, Is This Racist?
- 14 #TellBlackStories
- 15 Seeing White
- 16 The Diversity Gap

06 podcasts

07 poetry



The Negro Speaks of Rivers

Langston Hughes

I've known rivers:

I've known rivers ancient as the world and older than the
flow of human blood in human veins.

My soul has grown deep like the rivers.

I bathed in the Euphrates when dawns were young.

I built my hut near the Congo and it lulled me to sleep.

I looked upon the Nile and raised the pyramids above it.

I heard the singing of the Mississippi when Abe Lincoln
went down to New Orleans, and I've seen its muddy
bosom turn all golden in the sunset.

I've known rivers:

Ancient, dusky rivers.

My soul has grown deep like the rivers.

Phenomenal Woman

Maya Angelou

Pretty women wonder where my secret lies.
I'm not cute or built to suit a fashion
model's size.

But when I start to tell them,
They think I'm telling lies.

I say,

It's in the reach of my arms,
The span of my hips,
The stride of my step,
The curl of my lips.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

I walk into a room
Just as cool as you please,
And to a man,
The fellows stand or
Fall down on their knees.
Then they swarm around me,
A hive of honey bees.

I say,

It's the fire in my eyes,
And the flash of my teeth,
The swing in my waist,
And the joy in my feet.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

Men themselves have wondered
What they see in me.
They try so much
But they can't touch
My inner mystery.

When I try to show them,
They say they still can't see.

I say,

It's in the arch of my back,
The sun of my smile,
The ride of my breasts,
The grace of my style.

I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

Now you understand
Just why my head's not bowed.

I don't shout or jump about
Or have to talk real loud.

When you see me passing,
It ought to make you proud.

I say,

It's in the click of my heels,
The bend of my hair,
the palm of my hand,
The need for my care.

'Cause I'm a woman

Phenomenally.

Phenomenal woman,

That's me.

Half Caste

John Agard

Excuse me
standing on one leg
I'm half-caste

Explain yusef
wha yu mean
when yu say half-caste
yu mean when picasso
mix red an green
is a half-caste canvas/
explain yusef
wha yu mean
when yu say half-caste
yu mean when light an shadow
mix in de sky
is a half-caste weather/
well in dat case
england weather
nearly always half-caste
in fact some o dem cloud
half-caste till dem overcast
so spiteful dem dont want de sun pass
ah rass/
explain yusef
wha yu mean
when yu say half-caste
yu mean tchaikovsky
sit down at dah piano
an mix a black key
wid a white key
is a half-caste symphony/

Explain yusef
wha yu mean
Ah listening to yu wid de keen
half of mih ear
Ah lookin at yu wid de keen

half of mih eye
and when I'm introduced to yu
I'm sure you'll understand
why I offer yu half-a-hand
an when I sleep at night
I close half-a-eye
consequently when I dream
I dream half-a-dream
an when moon begin to glow
I half-caste human being
cast half-a-shadow
but yu must come back tomorrow
wid de whole of yu eye
an de whole of yu ear
an de whole of yu mind

an I will tell yu
de other half
of my story

What Stephen Lawrence Has Taught Us

Benjamin Zephaniah

We know who the killers are,
We have watched them strut before us
As proud as sick Mussolinis',
We have watched them strut before us
Compassionless and arrogant,
They paraded before us,
Like angels of death
Protected by the law.

It is now an open secret
Black people do not have
Chips on their shoulders,
They just have injustice on their backs
And justice on their minds,
And now we know that the road to liberty
Is as long as the road from slavery.

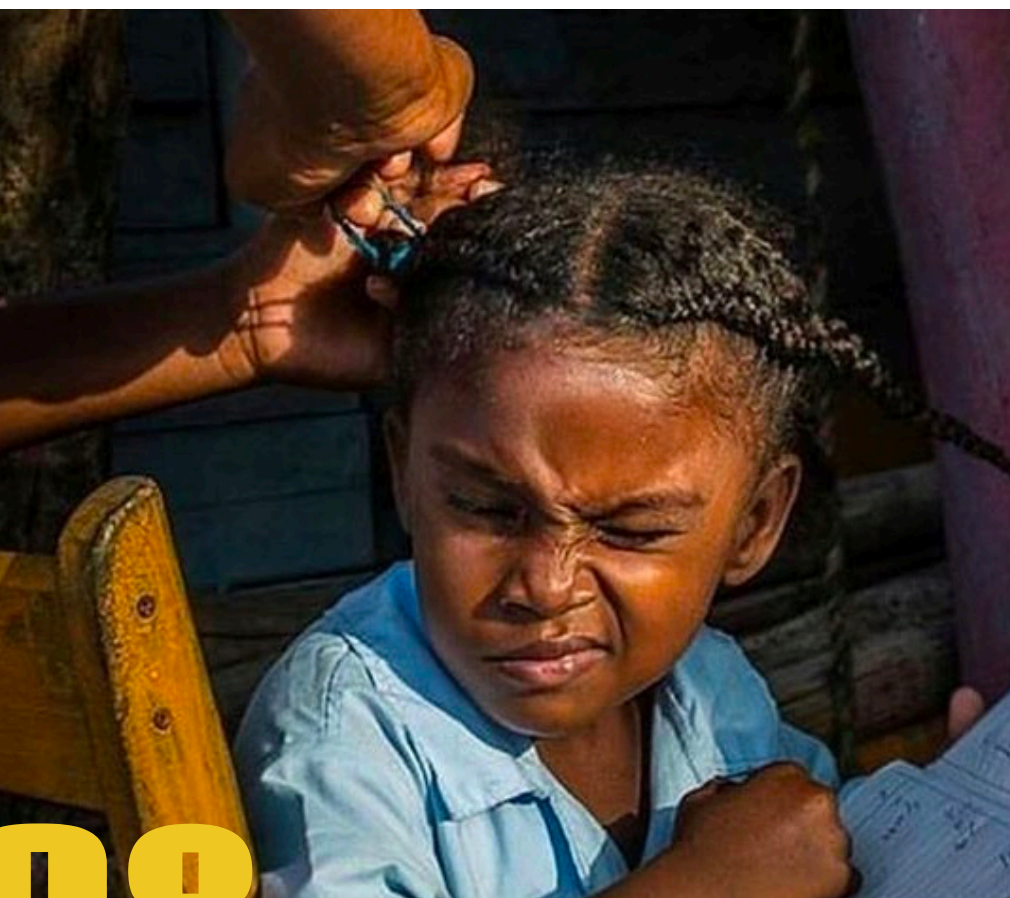
The death of Stephen Lawrence
Has taught us to love each other
And never to take the tedious task
Of waiting for a bus for granted.
Watching his parents watching the cover-up
Begs the question
What are the trading standards here?
Why are we paying for a police force
That will not work for us?

The death of Stephen Lawrence
Has taught us
That we cannot let the illusion of freedom
Endow us with a false sense of security as
we walk the streets,
The whole world can now watch
The academics and the super cops
Struggling to define institutionalised racism
As we continue to die in custody
As we continue emptying our pockets on

the pavements,
And we continue to ask ourselves
Why is it so official
That black people are so often killed
Without killers?

We are not talking about war or revenge
We are not talking about hypotheticals or
possibilities,
We are talking about where we are now
We are talking about how we live now
In dis state
Under dis flag, (God Save the Queen),
And God save all those black children who
want to grow up
And God save all the brothers and sisters
Who like raving,
Because the death of Stephen Lawrence
Has taught us that racism is easy when
You have friends in high places.
And friends in high places
Have no use whatsoever
When they are not your friends.

Dear Mr Condon,
Pop out of Teletubby land,
And visit reality,
Come to an honest place
And get some advice from your neighbours,
Be enlightened by our community,
Neglect your well-paid ignorance
Because
We know who the killers are.



08 hair

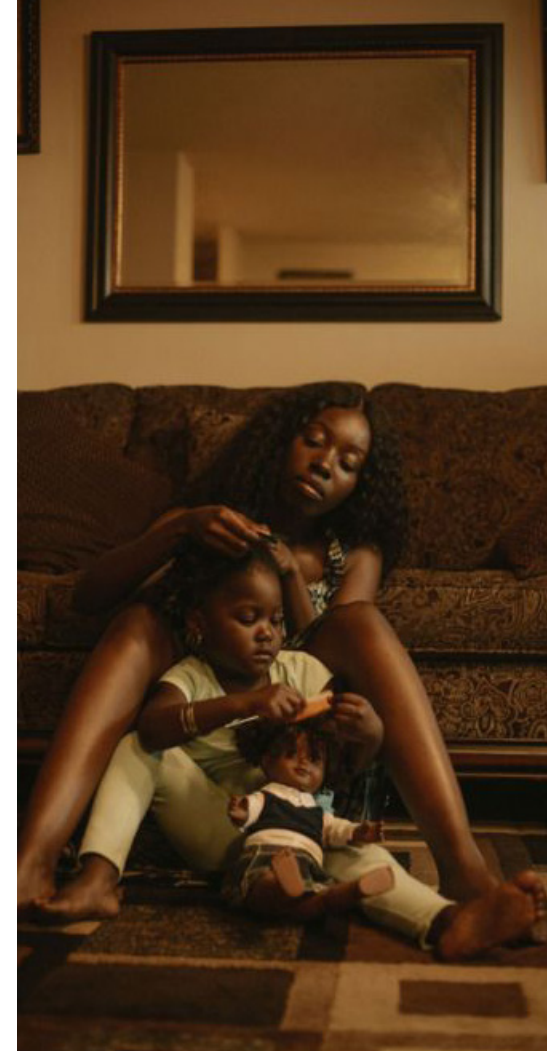
Her Hair History

In the famous words of India Arie - 'I am not my hair'.

Whether it's kinky coils or sleek strands, hair has often been the topic of conversation for people of colour, causing controversy in mainstream workplaces, and even banned in some schools. However this feature is such an important part of Black culture that needs to be celebrated. Here are a few facts about why your Black is beautiful!



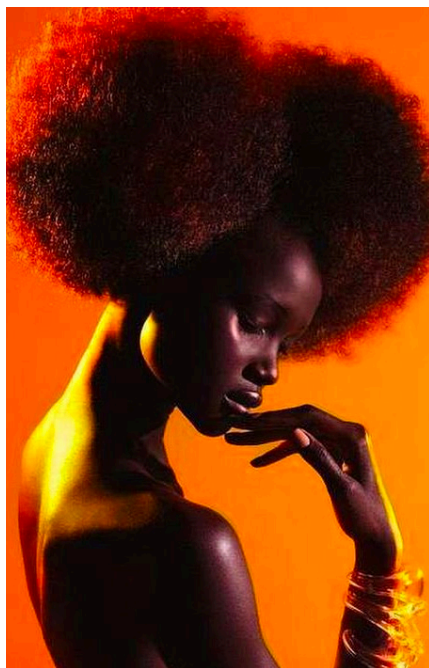
The Black hair industry is worth £592 billion.



This is considered to be an intimate mother and daughter bonding experience.



Braiding originated in Africa with the Himba people of Namibia



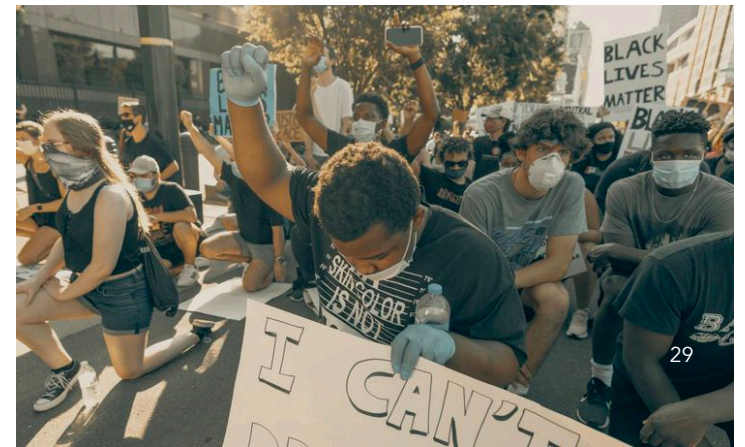
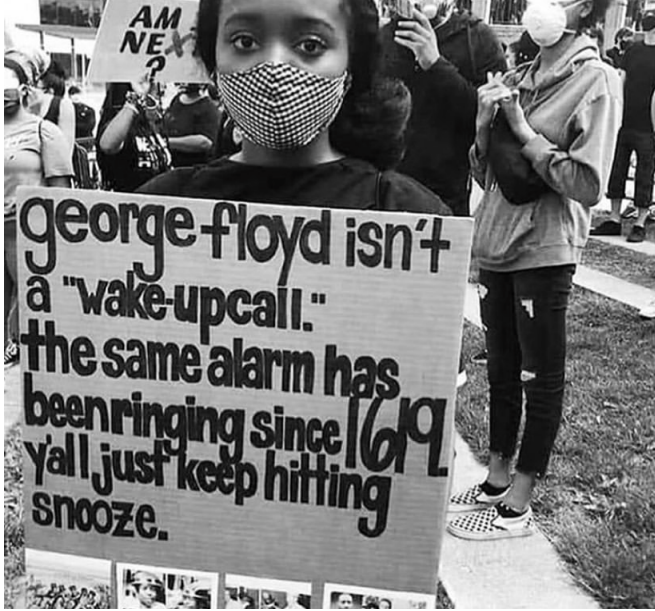
In the 70's, the Afro was used to make a social statement in response to the civil rights movement for cultural freedom and breaking away from institutionalised oppression.



Different hairstyles are often linked to special event in life



Trailblazing hair trends, imitated by many (even top celebrities)





Join our Multiculture@Sky mailing list for regular updates and invitations to our events.

Join our Multiculture@Sky Yammer Group to have your say.



Multiculture@Sky

all in.