

Tackling Racism and Islamophobia in Cultural Organisations

Pasha Shah
Saba Ahmed
Mustafa Field

Aims

- Increase understanding of racism, anti-Semitism and Islamophobia
- Explore how bias and exclusion can appear in organisational culture, delivery and decision-making
- Practical experiences of how lived experiences shape our understanding of discrimination
- Actions we can take

Group Exercise

Please discuss 3 points you would like addressed

Definitions

- Islamophobia/Anti Muslim Hatred/Anti Muslim Hostility
- Antisemitism (Equality Legislation, IHRA)
- Racism (Equality legislation)

The lived experience...

What actions?

- Ignoring ignorance or a racist opinion should never not be challenged
- People should be supported, even if it's 'not been raised' - be cognisant
- If anything needs to be escalated then it should be with complete support of the recipient
- What else do you think should be done?