



“In the end, we will remember not the words of our enemies, but the silence of our friends” Martin Luther King, Jr.

The RISE Network Executive Committee understand and share the feelings of the torment, disparity, discontent, abuse and foul play that Black communities endure as part of their daily lives. We are sure you will have seen the videos where George Floyd was murdered by a US police officer, Arnaud Arbery is killed whilst jogging, and Amy Cooper hysterically calling the police to do something about the threatening African American Christian Cooper, whilst he was bird watching in Central Park.

There is no person of colour who has watched or heard of any of the above without it having a psychological or emotional impact on their wellbeing. It is painful to watch; it hurts deep in our souls.

All of this is happening during a time of COVID-19 where evidence shows that the impact of COVID-19 is disproportionate for BAME communities.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/889861/disparities\\_review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/889861/disparities_review.pdf)

Colonel Tom Moore raised millions of pounds for the NHS when he vowed to walk 100 laps around his Bedfordshire garden before he turned 100. However, how many heard about Dabirul Choudhury, also aged 100, who was inspired by Colonel Moore, to walk laps in his garden to raise funds for coronavirus victims in the United Kingdom, Bangladesh and other countries. Not many would have heard about him as the news media decided it did not warrant a mention!

On 26<sup>th</sup> March 2020 Clap for Our Carers/Clap for the NHS campaign started every Thursday at 8pm. However, when it started there was no recognition of BAME NHS staff in their media advertising campaign until other media outlets raised concerns, even though the evidence already existed that BAME NHS workers were dying at an alarming rate.

People of colour lives these injustices every day.

To maintain a clear purpose, we ask non-black line managers and peers to be mindful or minded of the current climate and how their BAME colleagues will be feeling at this moment. We ask for those who have been silent whilst at work to challenge colleagues when they behave in a racist or discriminatory manner. If you feel uncomfortable using your platform to stand up for justice, fairness and equality, you may want to ask yourself why? Ask yourself, if you would swap your life and live the life of a black person? If your answer is ‘no’ then you need to help change what you see.

Richard Heaton, Permanent Secretary, has signed up to this.

<https://intranet.justice.gov.uk/blog/blackouttuesday/>

Also, BAME colleagues are hurting right now. The issues in the US, the disproportionate impact of COVID-19 on the BAME community, they are having an unwelcome impact. Check on your BAME colleagues and ask how they are and if they are coping?

### **Other resources you may find helpful**

[Trevor Noah of the Daily Show speaking about the Minneapolis Protests](#)

[U.K. based charities, organisations and platforms whose work aims to eradicate racial injustice](#)

<https://intranet.justice.gov.uk/blog/message-from-mojs-senior-race-champions/>

## **RECOMMENDED READING**

- Why I'm No Longer Talking to White People about Race - by Reni Eddo-Lodge
- Natives: Race and Class in the Ruins of the Empire by Akala
- The Good Immigrant - edited by Nikesh Shukla
- Black and British: A Forgotten History by David Olusoga
- Gurinder Chadha on Desert Island Discs
- Lenny Henry on Grounded with Louis Theroux
- I Love My Hair by Natasha Anatasia Tarpley (Childrens book)
- My Two Grannies by Floella Benjamin (Childrens book)
- My Two Grandads by Floella Benjamin (Childrens book)
- Sulwe by Lupita Nyong'o