



# **Amplify Session On Race and Unconscious Bias in Film**

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# What I'll be covering

- Addressing the Issue of Neutrality in relation to Race
- The Importance of an Anti-Racist Approach
- Why Aesthetics aren't relevant when it comes to Racially Sensitive Work Practices

# Addressing the Issue of Neutrality in relation to Race

What is Unconscious Bias?

How does this manifest in relation to race?

Why should we bother to interrogate our own unconscious bias?

How can I work towards addressing my own unconscious bias?

# The Importance of an Anti-Racist Approach

- What is the difference between being non-racist and being anti-racist?
- What does a non -racist approach look like in film exhibition?
- What does an anti-racist approach look like in film exhibition?

# Racially Sensitive Work Practices

- Understand that no one person of colour will have all the answer for this.
- Move away from a 'monolithic approach' when trying to engage with communities of colour.
- Show commitment to these communities in other aspects of your work, other than when you are engaging directly with them.

# Discussion

So why hasn't racial inequality been solved already, and how can film exhibition 'do it's bit' to address this issue?

# Activity 1 - Film Copy Exercise

| List 1                               | List 2              |
|--------------------------------------|---------------------|
| Lady Bird                            | Blackkklansman      |
| Three Billboards, of Ebbing Missouri | Sorry To Bother You |

Pick a film from list one and write some short copy about it focusing on the racial elements of the film.

Pick a film from list two and write some short copy that doesn't mention any of the racial elements of the film.

# Activity 2 - The White Privilege Test

**After completing the test get into pairs and discuss the following:**

1. What was it like answering this test for you, how did you feel when confronted with your results?
2. How many of these privileges are things you have never thought about before now?
3. Can you think some ways that your organisation unconsciously uphold white privilege?
4. Where there any statements you didn't understand?
5. What are the ways you think these privileges can get in the way of you working collaboratively with audiences of colour?



# Activity 3 - Your Ally-ship Statement

Checking and Expressing your Intentions when it comes to addressing racial injustice.

1. List **five words or phrases** you would like your colleagues to use when describing your approach to being an ally to marginalised communities.
2. What **values** you do think your organisation needs to cultivate? In reference to addressing racial injustice through your work.
3. What are your **strengths**? List three strengths.

# Activity 3 - Your Ally-ship Statement

4. For each strength list how can you use these strengths to be a **good ally**?
5. What do you think your need to do to develop your skills/confidence in being an ally? **List three things.**
6. Why do you think it is important to be an ally to people of colour? **Write a sentence.**

# Your Ally-ship Statement

I am an ally to people of colour and I am **insert your five words/phrases.**

Collectively as an organisation I believe we need to **insert organisational values** to make people of colour feel welcomed and celebrated by us.

My strengths lie in **insert your three strengths**, and I intend to use these to insert whenever I see behaviour or mentality to supports or perpetuate racial.

Going forward, I will be focusing on **insert what you need to develop your skills/confidence.**

I am committed to making the necessary changes because **insert why you think this is important.**

# Some Links

10 ways to tackle unconscious bias

<https://www.cookcross.com/docs/UnconsciousBias.pdf>

Here is a test to assess your racial bias, among other unconscious biases:

<https://implicit.harvard.edu/implicit/takeatest.html>

The Cost of Code Switching | Chandra Arthur | TEDxOrlando

<https://www.youtube.com/watch?v=Bo3hRq2RnNI>

# Some More Links

A video describing the difference between a non-racist and anti-racist person

<https://www.theguardian.com/commentisfree/video/2016/jan/13/marlon-james-are-you-racist-video>

Document containing a list of organisations in Scotland that do 'anti-racist' work

<https://education.gov.scot/improvement/Documents/AntiRacistEducationBriefing.pdf>

Interview with community activists sharing their thoughts on Anti-racism

<https://www.tolerance.org/professional-development/white-antiracism-living-the-legacy>