

THE JOURNEY BEGINS

**ANTI
RACIST
CUMBRIA**

Issue 1 DEC 2020

EDUCATING EDUCATION

Schools stride towards anti-racism

REFUGEE REALITY

What it's really like

MAKING OUR MARK

Three months of anti-racist impact

Welcome to
CUMBRIA
The UK's first
anti-racist county



antiracistcumbria.org

**...THE TIME IS ALWAYS
RIPE TO DO RIGHT**

NELSON MANDELA

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WOW WOW WOW

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Get involved Come with us...

**OUR LIVES BEGIN
TO END THE DAY
WE BECOME SILENT
ABOUT THE THINGS
THAT MATTER**

MARTIN LUTHER KING JNR

Sponsor our next issue
hello@antiracistcumbria.org

**ANTI
RACIST
CUMBRIA**

JANETT WALKER

It's been a whirlwind few weeks since we launched Anti Racist Cumbria. Back in May when the horror of what happened to George Floyd went viral and landed in a WhatsApp group made up of my best mates, I couldn't have imagined where the organisation, team and I be would just a few short months later. I regularly hear people mention 'one of the good things about Covid..' and then go on to finish that sentence with things like being able to spend more time with the kids, bringing the world together digitally, having a moment to stop and think. George Floyd's death is not one of those good things. What happened as a result though, is.

His murder opened many people's eyes to the extent to which racial inequality remains prevalent throughout society. We all know the tragedy was met with an unprecedented and passionate global response from people of all colours and nationalities to end racial inequality. Five months on and there is wide-spread acceptance that we must do better and this desire is accompanied by an energy and purpose to make it happen. This is an extraordinary and unexpected place to find ourselves. I did not dream or imagine it would happen in my lifetime. Now is the time, here is the opportunity and this is the purpose of and drive for Anti Racist Cumbria – to create the UK's first anti-racist county.

It's clear to see that multiculturalism, whilst it has an important place, on its own is not enough. We need to address racial inequality and we can only do that by moving towards and becoming actively anti-racist.

We set out our stall on the day we launched on 18th September that we were here to address racism in a meaningful, strategic and organised way. We knew immediately that we must begin with young people and as there's not space here to address the esteemed success and work resulting from our much publicised Race & Education event, you'll have to venture inside to read all about that. As a result of that event, we know that other sectors across Cumbria are watching. Closely. They know we mean business. How do we know they are watching? Because they are contacting us in their droves. From public sector bodies such as Cumbria Police, Cumbria County Council, Natural England and University of Cumbria, through to our cultural organisations and networks and largest business sector representatives such as Cumbria Tourism and everyone in between. We have been inundated. It's encouraging that Cumbria is responding so fervently, and the conversations now are the seeds of long-term change not 'diversity tick-boxing' exercises. However, our immediate 'popularity' has not gone to our heads, and we will not allow our badge to be worn by those who don't mean it. Working with Anti Racist Cumbria is challenging but rewarding and we are delighted to have begun some important and strategic conversations.



It's not only been conversations though, we're delighted to already have many partners and supporters immediately come on board. Like The Brewery Arts Centre, Eden Arts, The Herdy Company and Tree Top Treks to name just a few. And we campaigned hard via our social media channels to celebrate the richness of Black and Brown contributions to society and raise awareness during Black History Month (to much acclaim). We've even teamed up with ITV Border on several occasions now to bring you news highlighting the seriousness of the issues and will continue to do so. When they invited us to sit on their Diversity Panel, we didn't refuse.

What we couldn't and didn't foresee though was just how much Cumbria has been crying out for this or how much it is screaming for change. We have the most incredible team of volunteers, full of expertise, energy and who are completely driven. I don't think I can ever thank them enough or even find the right words to even be able to do so. But what has also become clear is that even with the best volunteers in the world (which ours are) change cannot come from voluntary work alone. I make no bones and feel no shame when I say we need funds to become even mightier than we already are. There is a growing acceptance that what was viewed as working before, isn't now. Organisations around Cumbria, if they are serious about change, will need to step up to the mark, because it's clear Cumbria needs and wants our help. Talking alone won't do it. Well-meaning sentiment or even sheer will won't do it either. Accepting that the very culture of our society needs to change and taking real action to address and progress this, will.

I want to end by saying it matters not that we are one of the whitest counties in the UK – that alone doesn't mean we can't be anti-racist. In fact, who better to be the bastion for anti-racism in the UK, than Cumbria?

“
What we couldn't
and didn't foresee
though was just how
much Cumbria has
been crying out for
this or how much it is
screaming for change.
”

RACE & EDUCATION

by Laura Goad – Education Lead Anti Racist Cumbria
& Director Cumbria Development Education Centre (CDEC)

In October, Anti Racist Cumbria held our first event where we explored the importance of schools across Cumbria becoming actively anti-racist. Over 100 schools attended the event and heard from some leading national figures as well as Cumbrian pupils - past and present - on the importance of recognising the racism that exists in our schools and communities. The event was also attended by figures from political figures, local authorities, police, charity and culture sectors. Whilst this was an event focused on education, we recognise that to tackle and end racism, we need a collaborative, whole-system approach.

Janett Walker, Chair of Anti Racist Cumbria and host of the event was clear in articulating the need for the event and her hopes for the result. "We recognise these conversations are not comfortable; they are not meant to be, but they do need to happen. Education has a huge part to play in tackling racism and we want to work with you and support you in developing actions which enable and empower schools to become actively anti-racist".

We welcomed a series of voices to speak at the event, including Lavinya Stennet, CEO of The Black Curriculum, an organisation set up to support schools with resources and tools to increase the representation of black and brown individuals in our teaching curriculum.

The strongest message for those of us involved in education in Cumbria however, came from the first-hand experiences of current students; they were incredibly powerful to listen to; their experiences really brought home the lived reality for our Black and Brown students. We heard how these young Cumbrians were told to "go back to their own country" and that because of their colour, "they shouldn't be here".

What was also sobering was the comparison between the current cohort of Black and Brown students and those whose experiences were 10, 20 and 30 years ago. It was a thought-provoking dialogue; and at points incredibly emotional. The first hand experiences also included a past Cumbrian white student, who brought home the disadvantage she felt a limited curriculum and exposure to wider perspectives has for all students - Black, Brown and White. We are all diminished, disadvantaged and disempowered by a curriculum that ignores diversity.

The event concluded with a call for schools to pledge: to appoint an anti-racism ambassador within their school and to pledge to conduct a whole school audit to help identify ways in which each school can become actively anti-racist. We are incredibly excited that 41 of the schools who attended have followed through on these pledges and the first of our follow up sessions with their ambassadors took place earlier this month.



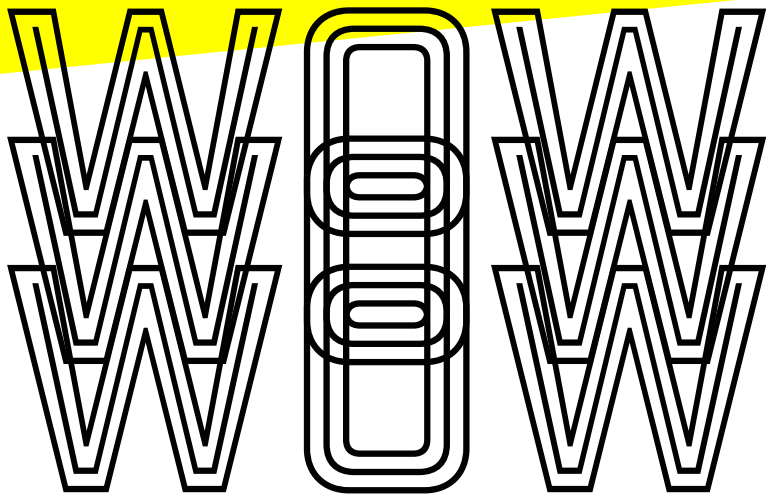
WHAT WAS MOST HELPFUL WAS GAINING AN UNDERSTANDING OF THE DIFFERENT TERMS WE USE TO TALK ABOUT RACE AND HOW THE ACRONYMS CAN OFTEN BE UNHELPFUL. THE EXPERIENCES SHARED ENCOURAGED ME TO ARRANGE OPPORTUNITIES TO MEET OUR BLACK, BROWN AND MINORITISED STUDENTS TO TALK ABOUT HERITAGE AND IDENTITY. I HAVE ALREADY STARTED THIS PROCESS AND LEARNT SO MUCH MORE ABOUT THEM AS INDIVIDUALS. – Secondary School Teacher



It's great to see the impact our ambassador programme and audit is already having and we continue to be excited about working with schools in Cumbria. We welcome schools who could not attend the event to watch the recording antiracistcumbria.org/anti-racist-schools-cumbria-video/ and get in touch with us. We are committed to supporting schools in our vision of an anti-racist Cumbria.



Event sponsors



WHAT A BRILLIANT CONFERENCE IT WAS. SO INSPIRING, INSIGHTFUL, PROFESSIONAL, INFORMATIVE.

Tim Farron MP

THAT MOVED US ALL. WE ARE SO EMOTIONAL. WE ARE ON BOARD.

Jeff Cowton AMA, Curator and Head of Learning Wordsworth Grasmere

THAT WAS A REALLY IMPRESSIVE EVENT. I'M PASSIONATE ABOUT HELPING YOU MAKE CUMBRIA AN ANTI-RACIST COUNTY.

Dan Barton, Assistant Director Education, Cumbria County Council

I CAN'T REMEMBER ANYTHING LIKE THAT IN CUMBRIA RE SCHOOLS AND RACE EQUALITY IN FIFTEEN YEARS.

Joel Rashbash - Strategic Policy & Scrutiny Advisor Cumbria County Council



OVER 100

SCHOOLS ATTENDED
the event

70+

SCHOOLS AND
ORGANISATIONS
pledged to become
anti-racist

44

AMBASSADORS
from

41

SCHOOLS
now actively
working with us

300+

**SIGN THE LETTER
ASKING FOR CHANGE IN SCHOOLS**

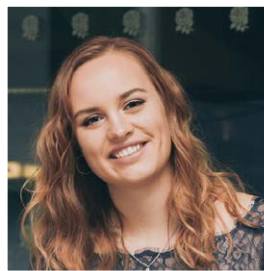
JORDAN FLEARY



SARAH SAUNDERS



MEREDITH FOWLER



WHERE WE'RE GOING, EVERYONE IS WELCOME

*Title credit Scott Wigglesworth

We love Cumbria, it's where we all live, work and play but the truth is that right now there are places in this county that Black and Brown people are scared to go, visitors are experiencing racism and refusing to return, refugees are leaving the area because bricks are being thrown through their windows, racist incidents are still not being dealt with in schools and our businesses suffer from snow peak syndrome. We know we can do better. We want Cumbria to be the UK's first anti-racist county in the UK. What does that mean?

On a human level it means that all children and adults feel they belong and can succeed here. We know this is hard to quantify but we are currently in the process of setting measurable anti-racist targets in all these sectors. We will be working with partners to help ensure the numbers that surround our metrics are ambitious but relevant.

Cumbria is a multi-faceted county where farming and tourism work side by side with nuclear and manufacturing. Sadly not everything else is as harmonious, the experience of Black Brown and Minoritised people living in Cumbria isn't something our county can be proud of. Yet. See the sign on the front cover? We want one on the M6 by 2030, and by the way, we're serious.



EDUCATION



ARTS & CULTURE



BUSINESS



COMMUNITY



TOURISM



SPORT



HEALTH



POLICE, CRIME
& JUSTICE

THERE ARE PLACES IN THIS COUNTY THAT BLACK AND BROWN PEOPLE ARE SCARED TO GO...



GEAR- ING UP

YOUTH MENTOR PROGRAMME

- > FINDING FRIENDS
- > SUPPORTING EACH OTHER
- > CELEBRATING DIFFERENCES
- > CONNECTING THE COUNTY
- > CREATING A COMMUNITY
- > EMPOWERING PEOPLE

When building and researching the Race & Education Event we worked with and spoke to more than 20 young Black and Brown people about their experiences here. These young people are now meeting weekly and are supported by our Youth Mentors. Through a project in partnership with CDEC, Same Boats Different Storms we are now having discussions with organisations like M-Unit and Furness Multicultural Forum to expand this and connect more of Cumbria's young Black and Brown people through a variety of online youth groups, Lake District residentials and introducing them to our Animated Futures Programme.

ANIMATED FUTURES

- > EXPLORING IDENTITY
- > LEARNING NEW SKILLS
- > INSPIRING FUTURES
- > CREATING QUALITY WORK
- > CONNECTING COMMUNITIES
- > GIVING YOUNG BLACK AND BROWN CUMBRIA A VOICE

Following the successful pilot we are seeking funding for our Animated Futures programme which allows young people to explore their identity through creativity, storytelling and animation. Working together (online and at The Brewery Art Centre's new digital space)

young people will create short, animated films with professional mentorship from Lou Kneath of Plus3k Animation and Mikel Wellington of Netflix. The sessions will provide expressive outlets and introduce young people to valuable digital and creative skills and opportunities. When complete these films will be premiered by local cultural institutions, form part of our library, be a school resource, and will be shared online. Initially this programme will be working specifically with young Black and Brown people, in future we hope to make it available to more Minoritised groups including Working Class.

SCHOOL AMBASSADOR PROGRAMME

- > STARTING CONVERSATIONS
- > GROWING UNDERSTANDING
- > BUILDING CONFIDENCE
- > ENRICHING CHILDREN'S LIVES

Our Anti-Racist School Ambassador pilot is up and running with more than forty schools. Groups of ambassadors meeting online with our Education Facilitators, sharing conversations, challenges and working through the Anti-Racist Audit together. It is already proving invaluable and schools are highlighting their need for ongoing support from us. When fully evaluated we expect this programme will need to be available for all Cumbrian schools but we need funding, and further County Council support to make this happen.

CREATING
PROJECTS
THAT MAKE A
DIFFERENCE
TO OUR
COUNTY AND
EVERYONE IN IT

RACISM AND REFUGEES IN CUMBRIA

CUMBRIA

has a longstanding relationship with refugees. Whether it be in the aftermath of World War I or II, or in more recent times.

Often, the terms 'migrant' and 'refugee' are confused and incorrectly used interchangeably in the media and public conversation. The definition of a refugee is described as:

A person who has been forced to leave their country in order to escape war, persecution, or natural disaster.

Since 2017, around 200 refugees have come to live in Cumbria, mainly from Syria and Iraq, on a government-supported UN resettlement programme.

Resettled families get support from Cumbria County Council via a caseworker, are provided housing, essential furnishings and English tuition. The children are placed in schools and the adults are supported to find work, many of these have been able to pick up their previous careers while others may need to re-train. These families have endured enormous hardship and trauma even before they arrive in the UK and face the challenge of adapting to a new culture, language and way of life.

In addition to the harrowing and life-changing experiences these people have faced, there is the ongoing pain of homesickness, separation from loved ones and anxiety about the safety of those left behind in war-torn countries. The memories of the past and worries for the present is prominent and never-ending.

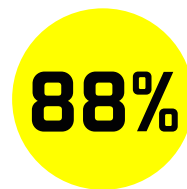
Many resettled refugee families have found Cumbria a friendly, welcoming place – but some have endured racist abuse and been subjected to hate crime. A few individuals and families have even left Cumbria as a direct result of this. Just one person leaving Cumbria due to racism is something we should be ashamed of.

First hand accounts by some refugees now settled in Cumbria evidence that they have experienced racially aggravated abuse not only in public places, but with their homes also used as a target. Families have had eggs thrown at walls and bricks thrown through windows. As explained in the definition above, Refugees are those

seeking refuge, security, safety from the horrors they have faced in their home countries.

Why should they be subjected to even more horrific incidents such as these as they seek a more secure life?

Muslim women who wear hijabs (head coverings) are very visible in the community and have therefore sometimes been treated with particular hostility, in one instance as a woman travelled on a bus, her hijab was pulled from her head and she was then verbally racially abused.



**OF HATE CRIMES ARE
RELIGIOUSLY OR RACIALLY
MOTIVATED. CUMBRIA POLICE
THEMSELVES REPORTED THE
FOLLOWING LAST YEAR.**

"Racist hate crimes and incidents have shown a large increase and statistically significant increase this year. This could potentially be due to several high profile terror related incidents in the UK occurring in 2017 leading to greater resentment of ethnic minorities. It may also be due in part to greater confidence from the public in reporting racist hate crimes to us. Religious hate crimes and incidents are showing a large percentage increase. However these figures are not statistically significant and are still too low for accurate statistical testing"

Far-right groups, such as the British National Party and the English Defence League, have unfortunately gained footholds in parts of Cumbria in the past. These groups are weaker than they once were – but there are still pockets of racism in parts of Cumbria that are deeply entrenched. Increasing economic deprivation (made worse by austerity policies and the legacy of Covid-19) has heightened tensions in these areas.

Sadly in July 2020 Cumbria Police had to reach out to local community groups as there had been a marked rise in Far Right propaganda and emblems such as swastikas making a return to public spaces in our towns. Anti Racist Cumbria are having continued discussions with the police to ensure that these are being reported as hate crimes rather than anti-social behaviour and also to work hard on prosecuting

the individuals responsible. We believe the police response to these crimes sets the tone of zero tolerance for the communities and we aim to work with the police to check their responses are the right ones.

Local media reports about refugee resettlement attract a great many hostile online comments. These are taken from just one North West Evening Mail article;

Totally agree to a time limit. A right to stay indefinitely should not be an option even if they marry and have kids with a British National. All we will end up with is home grown Jihadists who we cannot deport. Put them all in a camp with a wire fence around it. That should make them feel at home.

I hope they don't end up anywhere near me

Yay! Just what we don't need

I DON'T WANT THEM HERE I WORK IN BUILDING TRADE AND ALREADY JAM PACKED WITH PEOPLE WHO DON'T KNOW THE JOB NOR DO THEY SPEAK MUCH ENGLISH. I HOPE NONE OF THEM MOVE NEAR ME.

We can barely look after our own, the old with no heating, homeless, servicemen in need yet we give people freebies!! Don't they have close neighbouring countries who can help.



These comments may be made by a relatively small number of people but they provide evidence of the hatred that exists in some quarters.

SO, WHAT CAN WE DO TO HELP?

CHARITIES WHERE FAMILIES CAN FIND SUPPORT AND FRIENDSHIP:

- Carlisle Refugee Action Group
facebook.com/groups/calaisactioncarlisle/
- Penrith and Eden Refugee Network
penrithandedenrefugeenetwork.org/
- Furness Refugee Support
furnessrefugeesupport.co.uk
- West Cumbria Refugee Support Network
facebook.com/groups/205735863371719
- Furness Multicultural Community Forum and Youth Club
facebook.com/FMCFyouthclub
- Carlisle City of Sanctuary
carlisle.cityofsanctuary.org/
- Cumbria County Council
cumbria.gov.uk/contact/
Rob Cartner Resettlement Programme Manager and his team

Members of some local church communities also offer help and support.

CHALLENGE RACISM IN YOUR COMMUNITIES.

We all need to call out racism whenever it rears its ugly head, whether it's online, in a street, a school or workplace. Inform the police if you see incidents of racism taking place. There are some organisations in Cumbria that can help. These include:

- Cumbria Police <https://www.cumbria.police.uk/Services/ReportAdvice/Hate-Crime.aspx>
- Anti Racist Cumbria, creating the UK's first anti-racist county antiracistcumbria.org
- Furness Multicultural Community Forum, working in anti-racism for 20 years
facebook.com/FMCFyouthclub
- Multicultural Cumbria, which shares similarities and celebrates differences:
www.awazcumbria.org
- AWAZ, which empowers the voices of Black and Minority Ethnic Communities in Cumbria:
www.awazcumbria.org
- Choose Love, nationwide charity supporting refugees here in Cumbria <https://choose.love/pages/about-choose-love>

SOURCES:

<https://www.mend.org.uk/wp-content/uploads/2017/10/Islamophobia-and-Hate-Crime.pdf>
<https://www.cumbria.police.uk/About-Us/Department-Information/Equality-and-Diversity.aspx> > Cumbria Constabulary Equality and Diversity Update April 2019

“WE WANT THE POLICE IN CUMBRIA TO BE AN EMPLOYER OF CHOICE FOR BLACK AND MINORITY ETHNIC RECRUITS”



ANDREW SLATTERY
ASSISTANT CHIEF CONSTABLE

Cumbria Constabulary is delighted to join Anti Racist Cumbria in seeking to end prejudice and systemic inequality in the county. We work hard to support victims of race-related hate crime to speak up and to investigate those offences professionally, but there is much more we can do. The time is right for a joined-up approach to make Cumbria an actively anti-racist county.

We recognise that as an organisation we don't always get things right and we look forward to working together to ensure that our policies and practices do not discriminate against or disadvantage any groups within the community, however uncomfortable or challenging that may sometimes be. We are reviewing how our Independent Advisory Groups are made up and how they operate, and we hope to recruit new members from diverse backgrounds to give us valuable independent scrutiny and advice.

We are also running a Positive Action programme for recruiting a more representative workforce of both police officers and staff. We are taking advantage of the uplift in officer numbers to make a step-change in our internal representation, working with our own Multi-Cultural Police Association. We want the police in Cumbria to be an employer of choice for black and minority ethnic recruits who want a rewarding and varied career.

Anti Racist Cumbria can be a tremendous force for good in the county, at a time when division and intolerance is becoming a real concern. By working together, we can take a stand against discrimination and ensure that Cumbria is a welcoming and inclusive community for residents and visitors alike.

We are proud that Cumbrian PC John Kent was UK's first black police officer in 1837 and it would be a fitting tribute to him for the Constabulary to work with you all to make Cumbria the first actively anti-racist county.

Andrew Slattery
Assistant Chief Constable

IMPACT REPORT

ANTI RACIST CUMBRIA SEPT > NOV

134 ATTEND

OUR Race & Education Event

346 SIGN

OUR petition for
change in our schools

70+

SCHOOLS AND
ORGANISATIONS
pledge to work with us
to become anti-racist

44

AMBASSADORS
FROM

41

SCHOOLS
working in our first
pilot collaborative
clusters

CARLISLE UTD
AND BARROW
AFC support
Anti Racist
Cumbria at their
first match in

OVER 50 YEARS

THE JOURNEY BEGINS

18 SEPT LAUNCH

17

CORPORATE
SUPPORTERS

275+ NEW

supporters and
newsletter
sign-ups

KEYNOTE SPEAKER AT 2 EVENTS

TV coverage

Radio interviews

Newspaper articles

ITV request comment on the Human Rights Report

Selected for audience and comment Sky News Race & Revolution

1,809 SOCIAL FOLLOWERS AND GROWING

ORGANIC SOCIAL REACH 75,000+

BLACK HISTORY MONTH DAILY CELEBRATIONS REACH ON FACEBOOK

41,892



ALREADY TALKING WITH>

Cumbria Constabulary . Natural England . Cumbria County Council
Cumbria Tourism . Cumbria Arts & Culture Network
University of Cumbria . Carlisle Diocese

RELATIONSHIP BUILDING WITH>

Cumbria Development Education Centre . M-Unit
Multi Cultural Cumbria . AWAZ . Carlisle Refugee Action Group Carlisle
One World Centre . Furness Multicultural Centre Forum
West Cumbria Refugee Support Network

BLACK PANTHER
and White Riot
cinema screening
partnership with
Brewery Arts
Centre

Animation project
pilot completed

Supporting Census UK

Podcast with The66

20

children engaged on
our Youth Mentor
project

ANTI RACIST CUMBRIA

MEMBER PROFILE KEN ROYALL



COME WITH US...

Here's how you can be part of the changing face of Cumbria and support Anti Racist Cumbria's ambition for a county where anyone can belong.

**SIGN UP TO RECEIVE THIS
NEWSLETTER**

**LEARN MORE ABOUT
ANTI-RACISM**

**FOLLOW OUR
SOCIAL ACCOUNTS**

**TELL PEOPLE
ABOUT US**

BECOME AN ACTIVE MEMBER...
hello@antiracistcumbria.org

Name: Ken Royall

Age: 66

What's your job?

(Outside of Anti Racist Cumbria)
Tech Innovation Consultant

**How long have you lived in
Cumbria?**

Born & bred here, lived here until
18 and also for the last 12 years

**What is your role in Anti Racist
Cumbria / what have you
worked on so far?**

Treasurer - looking after finances

**In 3 words describe working for
Anti Racist Cumbria?**

Uplifting - Energising - Achieving

**Why did you join Anti Racist
Cumbria?**

My two daughters are of mixed heritage. Their mother was born in Calcutta of South Indian and Burmese origin and is very dark-skinned. We visited Barrow and the Lakes 2-3 times a year while they were growing up, staying in holiday lets and spending unforgettable days on the fells. My youngest also went to sixth form at The Lakes School in Windermere - they're now 28 and 32. For much of the early years we felt we were pioneers of racial presence in the area. Invariably we faced entrenched racial ignorance and too many times had to shield the girls from derogatory comments. We still came. Just over a decade ago I visited the offices of Cumbria Tourism to be told by a senior member of staff without prompting "not to worry about 'foreigners' in the Lakes" as "we don't have that problem up here".

She of course meant 'coloured people' - the person at the time unaware of my wife and children sat in the car outside and unaware that others would never ever regard that as 'a problem! Shocked at the time, I still carry the scars of not reacting with dignity to this and other incidents. Anti Racist Cumbria is a long-awaited initiative that gives a voice to everyone who needs one, myself included, to be able to answer back. I hope we can never witness such racist comments voiced ever again here. The George Floyd murder crystallised everything and it became clear we had all accepted the injustices for too long. Janett has been the inspiration and the dynamo to give us all this voice and has earned and deserves the support of everyone to finally face the issue of racism head-on.

**What 3 changes would you like
to see in Cumbria as a result of
Anti Racist Cumbria?**

I'll feel happy when Black & Brown people are 1) given equal respect and feel comfortable wherever they go in Cumbria; 2) when we see at least proportionate representation in key roles and positions of authority in Cumbria; and 3) when skin colour and background is never ever an issue for children and young people in Cumbria.

**What's your favourite / most
inspirational quote regarding
racism?**

"The time is always right to do what is right." - MLK - having heard him deliver this.