

1. Race and Ethnicity

The problem:

Whilst being able to identify individual racial groups within society can be helpful to understand their experiences, lumping them together into one category is often not.

Different groups face distinct challenges, and have different needs. A catch-all term such as Black (Asian) and Minority Ethnic (BAME / BME) can mask diversity and allow inclusion to become a tick box exercise. It can also create a false indication of progress when it comes to racial equality.

Our solution:

Taking our lead from Comic Relief*, GM=EqAl as a group will, whenever possible, **refer directly to the particular ethnic or race group(s) in question**. E.g. Roma, Black British, Chinese, Eritrean.

On those occasions when it is necessary to distinguish those who are not racialised as White, we will use **People Experiencing Racial Inequalities** or **Communities Experiencing Racial Inequalities**.

Accronyms should be avoided if possible, but when needed in writing, **PERI** or **CERI** can be used.