Anti-racism in Music Education

**Terminology**

**Decolonisation** is the process in which we rethink, reframe and reconstruct the curriculum that preserves the Europe-centred, colonial lens. Its about looking through a new lens, a truer lens to get the real picture and viewpoints from all people involved

**White privilege** is a concept that highlights the unfair societal advantages that white people have over people of colour. It is something that is has existed throughout society and exists in all of the major systems and institutions that operate in society

**Unconscious bias** is a prejudice or unsupported judgment in favour of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. It occurs automatically as the brain makes quick judgments based on past experiences and background. Many unconscious biases tend to be exhibited toward minority groups based on factors such as class, gender, sexual orientation, race, ethnicity, nationality, religious beliefs, age, disability and more.

**Ally.** A person who makes the commitment and effort to recognise their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

**Cultural appropriation** is the theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.

**Micro-aggressions** communicate hostile, derogatory, or negative attitudes toward culturally marginalized groups – eg ‘Where are you from?’ ‘No, where are you REALLY from?’.

**Intersectionality** is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. Classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact as they intersect in individuals’ lives and in society.

**Safe space** is a forum where we should feel we can contribute our ideas and listen to others views without the fear of ‘getting it wrong’ and being called out for a lack of knowledge understanding. (Also called a learning space or a courageous space)

**Compassion fatigue** is where a person feels emotional and physical exhaustion when discussing issues of racism. We are still talking about BLM, yet some people have a diminished ability to empathise or feel compassion for others – they are tired of talking about it. Imagine if all the people of colour were to tired to talk about their every day lived experiences? Compassion fatigue is common but must be challenged otherwise change will not happen.

**White fragility** is when a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. Its where white people display of emotions such as anger, fear, and guilt when discussion issues of racial discrimination

**Black Lives Matter** is a global movement dedicated to fighting racism and police brutality against black people

**Types of racism**

There are many different types if racism some types are included on the slide. Can anyone give the meaning to any of these terms?

**Individual racism** stems from personal prejudice. When it’s expressed consciously, the individual is aware of their prejudice and bias. In most instances though, individual racism is insidious and unconsciously shapes beliefs, attitudes and decisions

**Everyday racism - ‘I’m not a racist! You’re just being too sensitive’…**

Philomena Essed (1991) first coined the term ‘everyday racism’, challenging the idea of racism as an individual problem. In other words, the focus of everyday racism is not so much on racist ‘people’, but the taken-for-granted racist practices ingrained in our society.

**Institutional racism**. This occurs within institutions and systems of power (eg hospitals, prisons, schools etc). This refers to the unfair policies and practices that disadvantage people of colour

**Structural racism** is racial bias among institutions and across society. It is racism related to history, culture, ideology and interactions of institutions and policies that *privilege* white people and *disadvantage* people of colour.

**Microaggressions**. If you haven’t heard of the term before, ‘racial microaggressions’ refer to the damaging attitudes, behaviours, humiliations and jokes that people from minority groups face on a daily basis. EG open evening story or ‘Where are you from, no… where are you rally from?’ questions

**Internalised racism / gaslighting.** Internalised racism is a disturbing concept. It occurs when the racial or ethnic group being discriminated against begins to accept society’s racist attitudes and beliefs. In other words, the so called ‘inferiority’ of one’s own ethnic or racial group is believed. Internalised racism is a consequence of colonisation. As you can imagine, it has damaging effects on the health and wellbeing

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