

Table 2a: A matrix of developmental stages on the positive axis for understanding and dealing with racism (for work with individuals). (Continued overpage.)

	Awareness of racism	Understanding of racism and engagement	Acceptance and understanding of the impact of racism
Stage +6 Leadership qualities	Aware of the need to address racism and racial injustice	Understands what individuals and organisations can do to dismantle racism	Recognises the impact of racism and social injustice on individuals Recognises the systems and structures that perpetuate racism
Stage +5 Ability to see the bigger picture	Is aware of the impact of racism and racial injustice	Has real understanding of what racism is and how it operates Understands institutional and structural racism	Recognises the impact of racism Recognises that racism is about power
Stage +4 Open to learning	Is aware of racial injustice	Accepts that racism exists Seeks to learn more about the experiences of BME groups	Begins to understand all forms of inequality including racism
Stage +3 Accepting that racism exists	Has increasing acceptance of anyone different Is aware that racism exists Quiet awakening to the existence of racism	Has increasing understanding of racism and racial injustice and how it operates	Accepts that there is such a thing as racism Becomes aware of biases, prejudice and discrimination and how this impacts on those who are different
Stage +2 Aware but dismissive and avoidant	Is aware of racial inequity and racism but dismissive of the issues	Has limited understanding of racism Is not interested in engaging in discussions	Feels sorry for past racial injustices – but is not really sure what can be done about them Focuses on gender equality and/or other issues – but not race
Stage +1 Unaware	Is unaware of and oblivious to issues of race Is ethnocentric Believes that black and ethnic minority people do okay Has no interest in racial injustice issues	Focuses on self and own ethnic group Is ethnocentric Has no interest in engaging with issues Has no interest in the experiences of black and ethnic minority people	Is not interested in issues of race or racial justice

Table 2: (continued)

Beliefs and willingness to learn	Behaviours and ability to speak up and challenge inequality and racism	Leadership and shifting focus away from 'self'
<p>Believes in humanity and everyone being equal Strives to understand 'self' and others from different groups</p>	<p>Speaks up when racism or microaggressions are witnessed</p>	<p>Supports others in challenging racism and all forms of inequality Takes on allyship roles Champions DEI issues</p>
<p>Strives to understand others from different groups Believes we are all 'humans first'</p>	<p>Often speaks up when racism and microaggressions are witnessed</p>	<p>Works with others to identify racial discrimination and inequity</p>
<p>Knows it is important to speak up when racism and microaggressions are witnessed</p>	<p>Sometimes speaks up when racism and microaggressions are witnessed</p>	<p>Is able to identify inequality and tries to point it out to others</p>
<p>Knows that racism is not a good thing and other black and minority ethnic groups can be negatively impacted</p>	<p>Stays silent and engages in bystander behaviours when racism or microaggressions are witnessed Downplays racism and tries to find reasons why it is not racism</p>	<p>Takes leadership roles in championing other equity issues Takes leadership roles in own ethnic group issues</p>
<p>Believes that other ethnic groups are not really their concern Stays and moves in own ethnic group or circle Ethnocentric focus</p>	<p>Speaks up and challenges when own group is being discriminated against</p>	<p>Rallies others to fight against issues of unfairness and inequality pertaining to own ethnic group</p>
<p>Believes each ethnic group is responsible for itself and focuses on itself</p>	<p>Recognises issues of unfairness and inequality relating to own ethnic group Is aware of other inequality issues such as gender and disability</p>	<p>Feels the need to do something to address inequality where it exists – but this does not include racial inequality</p>