

# Talk and Transform

“Now That I Know...” statements

Group I

I wish I'd known...

... that filling in ethnicity questions on forms can be uncomfortable and alienating for some people.

Now that I know...

... when it comes to my own involvement with these types of forms, ensuring that the options/wording are as appropriate and inclusive as possible, but accepting there might not be a perfect solution (and question if it's even necessary to include!)

I wish I'd known...

... that silence can be complicity.

Now that I know...

... I will endeavour to speak up about race even when it feels difficult or I'm not sure how to do it.

I wish I'd known...

... that sharing lived experiences can be just as triggering/traumatising as when they were first experienced.

Now that I know...

... I will not assume that individuals will want to share their lived experiences, and if they do, I will be aware that this may have a triggering impact and [so] to be supportive in whatever way I can.

I wish I'd known...

... that an ethnicity box was a straightforward exercise for many white people.



Now that I know...

... I will encourage a conversation about the task and highlight my experiences.