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# GUIDE

ISSUED BY THE COMMUNIST PARTY NATIONAL RACE RELATIONS COMMITTEE

**16 King Street • London WC2E 8HY**

## RACISM—ACTION GUIDE—HOW TO COMBAT IT

### INTRODUCTION

"Racism is a whole bundle of attitudes and practices which separate out, blame, discriminate against, and sometimes openly attack sections of the population because of the colour of their skin. It is something embodied in the law of the land, and institutionalised in the way society is organised. Racism is not some kind of historical left over. The ideas and the practices of racism are being developed in people's lives from day to day; strengthened, spread—inflicting new wounds."

That's how the Communist Party pamphlet *A Knife At The Throat Of Us All* put it.

To tackle the ideas and practices of racism, **deep down in people's daily lives**, requires continuous determined efforts to promote propaganda and education in every locality, workplace, college and school.

The purpose of this pamphlet is to suggest a number of practical steps which will assist this process.

It is designed primarily for Communist Party Branches—both area and workplace (and we suggest you buy more than the one we are sending you free)—but as the desire to act against the evil of racism spreads far beyond the ranks of our Party, we offer the suggestions it contains to all anti-racists. We hope some of the ideas outlined here can spark off action in your area or workplace.

The urgent question of anti-fascist politics is only briefly dealt with here. We believe that although there is plenty of overlap between racism and fascism, they cannot be tackled by a single response. If anything the issue of anti-racism has sometimes been submerged within the tactical arguments around anti-fascist struggle, and here we have concentrated on the former so as to give it more detailed attention than it often gets.

The guide was drawn up by the following comrades: Mike Power, Kay Beauchamp, Bill Ward, Brenda Kirsch, Tony Major, Peter Griffiths, Pat Cook, Tom Sibley, Dorothy Kuya, Tony Gilbert, Dave Cook. Comrades of the Fords factory branch, Dagenham, prepared the section on action in the workplace. The guide arises out of discussions on the National Race Relations Committee, a sub-committee of our National Executive. The cover was designed by Sean Feeney.

### CONTENTS

1. Multi-Racialism
2. Congress resolution on Racism and Fascism
3. Broad Anti-Racist Committees
4. The Anti-Nazi League
5. What the Party can do
6. Action in the workplace
7. Community Relations Councils
8. What the Trades Council can do
9. What the Union branch can do
10. What school teachers can do
11. What school governors can do
12. What parent teachers' associations can do
13. What the tenants' associations can do
14. Women against racism and fascism
16. Getting news into the **MORNING STAR**
16. Glossary of anti-racism organisations
17. Books

## 1. MULTI RACIALISM

The positive affirmation of multi-racialism, and the assertion of the inevitability and advantages of living in such a society, must provide the essential basis of any successful campaign in depth against the evils of racism.

We have to begin a process of uprooting deep prejudices closely associated with centuries of imperialist dominance, and which are being regenerated in people's minds all the time.

Multiracialism is a controversial term. It is obviously totally opposed by racists, but unless we are clear about its use, it can cause anger within the black communities too.

We do not want to blur racial differences and we are strongly in favour of the maintenance of separate cultures, retention of language and preservation of customs. Genuine respects for other races demands this. Such respect must also mean defence of the right of all ethnic groups (and not just the right but the correctness) to maintain their identity by the preservation and development of their own organisations.

But we are also firmly for the right of all peoples (as a basic, human, democratic right) to marry and live and have relationships with who they choose, to create and to join social, political and cultural organisations of their choice, and to receive and participate in entertainment and sporting activities irrespective of race, colour, religion or political belief.

This is a fundamental tenet of the broad, democratic strategy of our programme.

These are **RIGHTS** that can only be exercised in a multi-racial society.

Comrades in Party Branches should take initiatives in seeking out and openly raising and discussing with leading members of the community—political, social, religious and cultural—our fears of local racial conflict, and hopes and proposals for local organising activity to promote inter-racial understanding.

In areas where there are few black people, a problem, which can find reflection in our Party, is that racism is not an issue there. Racism is a problem everywhere. There are no neutral areas. If ideas of racial harmony do not take root, then ideas which promote the opposite will, consciously encouraged often by NF propaganda.

**The campaign for racial equality based on the Congress resolution on Racism and Fascism, must become an essential part of the regular activity of every Communist Party Branch.**

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## 2. RACISM and FASCISM — Resolution passed at Communist Party Congress. November 1977

The deepening crisis of monopoly capitalism in Britain and the failure of right wing social democracy to solve that crisis in favour of the working people, provides a fertile breeding ground for racism and fascism. Over the recent period there has been a rise in racist and fascist organisations like the National Front and an upsurge in racialist activity, provocation and violence.

Congress recognises that the fight against racism and fascism is of crucial importance. Communists have always stood for internationalism and opposed racism, and have combatted all ideas of racial superiority which are a product of the imperialist past and neo-colonialism.

It believes that in order to break successfully the hold that racist and fascist organisations have on sections of the British people, it is essential to build a broad, democratic, popular alliance to oppose racialism and promote the peaceful multi-racial alternative.

History has proved that fascism destroys democracy, smashes the working-class, its organisations and the whole of the progressive movement. The use of racism as a political weapon, in order to divide and weaken the working-class, has always been one of the main political weapons of fascism. Fascist organisations in Britain have close links with racist regimes in southern Africa. Their vicious racism and fascist policies are flaunted on the streets and in the schools and physical attacks on the black community are increasing.

Communists have a crucial role to play in bringing together all sections of our society, including political parties and individuals, ethnic minority groups, community organisations and women's groups, churches and trade unions to combat racism and isolate, expose and defeat the National Front and other fascist organisations. Racist violence can only be countered by mass opposition of all these sections so leaving no room for adventurist tactics. Congress believes a successful anti-racist struggle to be a pre-condition of a democratic advance to socialism.

Congress instructs the new Executive to mobilise the party:-

1. to wage the ideological struggle through broad campaigning, anti-racist committees with the aim of welding together all the anti-racist forces at local and national level, to take the initiative in propaganda and other public activities and not simply react to racist provocations;
2. to work to ensure that prosecutions are made under the Race Relations Act of 1976 against those that incite to racial hatred, by pressure on the Attorney General, the Director of Public Prosecutions and the police. And also to resist the imposition of blanket bans under the Public Order Act;
3. to demand the repeal of the racist 1971 Immigration Act and the racist proposals in the government's Green Paper on Nationality & Citizenship;
4. to work to strengthen the Community Relations Councils, in order to step up the fight against the institutionalised racism;
5. to work in the trade unions for a greater understanding of the need to oppose racism. While much good work has been achieved, it is necessary to build on recent TUC and Labour Party decisions drawing in and mobilising the labour movement as at Hyde to stand shoulder to shoulder with the threatened minorities;
6. to work to win understanding among all party members of the causes of racism and fascism, economic, political and ideological, paying special attention to the winning of new members among black people. Material should be published in the appropriate languages as part of this effort.
7. to work for the withdrawal of public facilities for racist meetings and the banning of racist meetings and marches. But where these occur, to oppose them, wherever possible, by ensuring a disciplined and organised demonstration.

We welcome the allocation of the National Organiser to work with the Race Relations Advisory Committee on these campaigns, and we would urge the new Executive to consider the feasibility of a regular party publication for black people.

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### 3. BROAD ANTI-RACIST COMMITTEES

#### TAKING THE INITIATIVE

We should encourage trade union bodies to take the initiative, although it is not always possible to win them to support the idea of a local committee. Some ultra left groups, especially supporters of the paper **MILITANT**, are bitterly hostile to drawing in forces beyond the labour movement.

It may be necessary to work for other organisations to take the initiative. This could include other political parties, ethnic minority organisations, community and church organisations, CRCs, and already existing, but narrowly based anti-racist committees.

Inevitably it will be necessary to call a meeting to which all organisations and individuals opposed to racism can be invited. The broader the range of organisations making the call, the less it is to be viewed with suspicion as having hidden 'political' motives.

A list of prominent local sponsors is of great value for publicity, and to identify people well-known to the public with anti-racism. Local MPs, Councillors, newspaper editors, entertainers, church leaders, sportspeople etc. should be approached to sponsor. It is essential that the call has the support of the ethnic minority groups.

After the initial meeting it is a good idea to publicise the committee by publishing in the local paper a list of organisations and prominent individuals supporting the committee. This can take the form of a statement in favour of (i) the multi-racial nature of the community and (ii) in opposition to racism and fascism.

Be cautious of proposals to extend policy statements beyond these two issues. Politically and constitutionally many organisations could not affiliate to a body with more extensive statements of policy.

It is important to recognise that Community Relations Councils (CRCs) and Trades Council Race Relations Advisory Committees, while they are very valuable and important bodies, are not a substitute for a broad anti-racist committee. Such a committee is able to carry out political campaigning among all sections of the community in a way that the other two bodies are not. Of course maximum co-operation in joint activity is important.

A request should go to the local authority to supply the necessary facilities such as office space, duplicating and stationery materials, a full-time community worker etc. The Committee's existence plus the use of local finance for anti-racist activity would then come to the forefront.

Racist activity results in immediate victims. It is important to argue that the committee should campaign on behalf of those suffering discrimination—and for the prosecution of those who practise it.

#### ACTIVITY

The broad committee must establish a life of its own and not exist just as a federation of organisations or as a delegate committee. With this objective, individual membership is important. A programme of activity and publication of material should aim to ensure that at any time any number of people can be doing something practical. Those with individual commitment may well be able to give more time exclusively to the committee rather than it being just another job for heavily committed activists.

At one level we need the big Conferences, street marches and public meetings, particularly during election times, but there is

often a great deal of available energy and support awaiting expression in other ways.

A plan of constant action is required. A regular bulletin that can be sold door-to-door or on the streets can help affiliated organisations or individuals plan their involvement, as can a petition or declaration against racism. A small sign which states something like: "We are for a multi-racial society" could be used to involve shopkeepers, the local council etc. to be displayed in shops, library, offices, cinemas etc. Production of badges, stickers, posters, and leaflets that can be sold should be a priority to give a massive and systematic public presence. Discussion documents, speakers to organisations such as schools and youth clubs, tenants associations and trade union branches, planned letter writing to the press and sponsored advertisements, plus multi-racial social events are all important.

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### 4. THE ANTI-NAZI LEAGUE

Without doubt the great "Carnival against the Nazis" in London on April 30 was one of the most significant anti-racist actions of recent years. There is no Chinese Wall between the fight against racism and fascism.

However, racism lies deep, institutionalised in the way society is organised, in the law of the land, in our culture (think how many of our jokes are racist). That is one of the reasons why to tackle it deep down in people's lives, usually requires broadly based campaigns with deep roots in the local labour movement and communities. This can have a range of local influence and contacts, and a more permanent existence which the ANL, which is more concerned with a speedy reaction to fascist activity, is not able to equal.

However, what the "Carnival" demonstrated was the enormous involvement and commitment, especially among young people, which can be achieved in the fight against fascism. Branches should do all possible to help the development of the ANL which has an impressive potential. We need to be self-critical about our involvement in it so far.

However, we shouldn't disguise the fact that there are some political problems about the anti-fascist struggle at this particular stage. By and large at a local level the organisations of the labour movement, black people's organisations and the various democratic forces, tend to be involved and represented in broad based anti-racist committees. Often local ANL groups have been set up in a sectarian way, with little regard for, and sometimes with the opposition of, such local committees. It is important to point out, however, that this is in contradiction to the stated wishes of the ANL National Steering Committee.

In addition the ANL is primarily an action organisation. It does not have a delegate structure. Organisations are invited to become sponsors, at both national and local levels (Gordon McLennan and Mick McGahey are national sponsors on behalf of the Communist Party). Any group of people can constitute themselves as an Anti-Nazi League group, based either on a locality, workplace, union, school or college and organise them how they wish.

Now this approach lends itself to fast impressive mobilisation, at which the ANL has shown itself first-class. However, it also means that at both national and local levels the organisation is not accountable to its sponsors. This leads to a lot of suspicion.

We should be quite clear that at this stage it would be damaging for any single organisation to try and set itself up as a sort of "directing" centre, an "umbrella" over all the diverse strands of the anti-racist and anti-fascist movement. There are three main reasons why this is so.

Firstly the various components of this movement are so diverse that any such attempt would be seen as a sectarian attempt by one particular trend to impose its control.

Secondly, although there is a great deal of overlap between them, in many ways the tasks of propaganda and mobilisation against the National Front require a separate approach and often separate organisation, to the detailed and painstaking campaigning that is needed to tackle the deep heritage of racism that exists in all communities.

Thirdly, perhaps as with the Women's Movement, such an attempt would instantly exclude those who, although willing to be part of a broad campaign, would feel that it no longer belonged to them if "run" by a single organisation which was a political battleground.

There are certain dangers ahead: that the ANL could lose its popular base; that the labour movement remain insufficiently involved; the problems of sectarianism. We want these overcome.

There are many places where Communist Party Branches should help set up ANLs—based on workplaces as well as localities. Of course where broad based anti-racist campaigns are already well established this may not be appropriate; but provided branches are careful to clarify the different tasks the respective organisations will fulfil, it should be possible to avoid sectarian rivalry between them.

In fact, given the different tasks of anti-racist and anti-fascist struggle, the establishment of ANLs, provided they are open and broad based, can be complementary and indeed helpful to the work of anti-racist committees.

The main point is that we need many more ANLs and a strengthening of the work of the anti-racism campaigns. We do not need the one posed against the other.

Communist Party branches and Area Committees should become co-sponsors of existing ANLs, becoming involved in their activities, and becoming individual ANL members. Similarly we should use our influence to encourage labour and democratic movement bodies to become sponsors as well.

The ANL National Steering Committee last week decided to hold a national conference later in the summer, with representation open not only to existing ANL groups, but also to local anti-racist committees and the labour movement. This can be of enormous importance, and be an avenue for involving the trade unions, shop stewards' committees and Trades Councils and Labour and Communist Party branches, to a greater extent in the anti-fascist struggle. This conference should get maximum support.

Over the Summer a whole number of regional and city anti-racist "Carnivals" are being planned. The initiatives of the ANL have given an exciting new dimension to national politics; which can begin to find expression in every city in Britain.

With the possibilities of an Autumn General Election beginning to loom large, to build up the momentum behind the ANL can drive the fascists further onto the defensive. This would be a tremendous contribution to the struggle against racism and reaction.

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## 5. WHAT THE COMMUNIST PARTY BRANCH CAN DO

### Public Meeting

Organise a Communist Party public meeting. Speakers? There are 24 members of the National Race Relations Committee. For names, phone numbers and addresses contact Dave Cook at 16 King Street. Your District can provide suggestions of more. Involve others on the platform. Send a special invite to all local anti-racist forces. Best of all, invite them personally. Contact the local press. Ask local organisations which have produced anti-racist material to bring it along to sell.

### Affiliate (as a Branch)

- \* to the local anti-racist committee
- \* to the nearest Community Relations Council
- \* send them all our material. Ask them for theirs for Branch members
- \* Become a sponsor of the Local Anti-Nazi League. Consider helping set one up.

### Petitions

Some suggestions for Communist Party Branch petitions:

- \* call on the local council to clean up racist graffiti
- \* call on the local council to refuse to hire out municipal property to organisations with openly racist aims
- \* simply state that you support multi-racial harmony in your town
- \* If there is a particularly blatant example of local racism, circulate a letter to all local organisations demanding prosecution under the Race Relations Act of words or acts in a public place through which "hatred is likely to be stirred up against any racial group". (Section 70).

**Approach** the local branches of ethnic organisations to ask for a discussion between you and them about racism in your area.

**Scrutinise** all election material that comes through your letterbox during the local elections—get a comrade to write to the local paper demanding prosecution under the Race Relations Act.

### MORNING STAR

- \* draw up a list of people who are active on the issue of racism. Systematically discuss with them the question of daily readership.
- \* cut out all articles on the campaign against racism that appear in the **STAR** in the week previous and make a display to take to your local anti-racism meeting.
- \* does the Community Relations Office in your city get the **STAR** every day? If not, ask them to.

### Local Press, Local Radio

- \* Respond quickly, briefly and continually. Remember that press statements are often cut. Will the first part stand on its own. If we assume that the local press are automatically enemies of the left, this can become a self-fulfilling prediction.

### Elections

Are some of the electorate Punjabi, Urdu or Gujarati speaking? If so, what arrangements will you make to get your election address translated? The national Race Relations Committee can help, if they are given plenty of notice.

Take the initiative in suggesting to other candidates joint action against examples of racism in the campaign, eg declaration against racist election materials.

Many Branches send a letter to local organisations offering their candidate as a speaker. Why not suggest that they organise a candidates' forum on racism? Similarly to local colleges and schools.

#### Posters

Flyposting of party and **MORNING STAR** posters is vital. The **MORNING STAR** has two anti-racist posters currently out. "Stop Racism" (hands holding placard) and "Stamp out Fascism" (NF initials turning into a snake).

#### Leaflets, Pamphlets

Get supplies from your District. Copies of the Communist Party pamphlet, "**A Knife At The Throat Of Us All**" should be on sale at all anti-racist gatherings in which the Branch is involved.

We should aim to distribute distinctive Communist material at all broad events.

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## 6. ACTION IN THE WORKPLACE

A first aim must be to get an anti-racist consciousness among militant workers; an understanding among shop stewards of the need to fully involve black workers in union affairs, to combat racist discrimination at work. The main battle here tends to be to show the need to fight racism rather than ignoring it. Getting it straight in the factory branch and its propaganda is a good start. Invitation meetings with a black speaker, a leaflet reprinting a **STAR** editorial, sales of "**A Knife At The Throat Of Us All**"—such things show the importance we put on it.

A first practical step must be to work for the affiliation of the Shop Stewards' Committee (SSC) and union branches to the local anti-racist committee and the CRC. Become a sponsor of the local ANL. Consider setting one up in the factory. Ensure close contact and plenty of feedback; use their leaflets, perhaps get the SSC to put out a special leaflet for a local demo or anti-racist festival; invite speakers from them to the SSC. Make sure any material published by your union is used fully.

Ensure that your SSC and unions are taking up any cases of discrimination at work, in promotion or allocation of work for example. Pressure for your firm to take on more apprentices, apart from helping youth unemployment, helps reduce white/black, skilled/unskilled problems. Take up particular problems of the black and Asian workforce—should the union/firm/LEA have more language courses available? Is there local police harassment? Is the foreman racist? Be on the look-out for all-white all-black sections. Supervisors who say "they get on better all together" are adopting a racist attitude which can alleviate normal sectional tensions into racial tensions. Black and Asian workers are liable to support such ghettos, quite understandable, if the left and shop stewards are not seen to be active against racism—especially if they are all white. NB This is a complicated question, bound up with the extent to which shop floor organisation is able to bring its strength to bear on such questions.

Sensitivity is the key when dealing with the day-to-day problems on the shop floor. Distinguish between the racist and the hard-fascists, between racist jokes and gibes used in a misguided or vicious way. (They are all offensive but are fought in different ways.) The same goes for NF members. Youth who join the NF are often embittered and lost, searching for radical change, a way out of their dead-end life. Argue carefully, show them the real enemy, involve them in TU affairs and you might well get them out of the NF. With hard core fascists aim to completely isolate them and their politics. Leaflets exposing the NF can play their part, but the key is personal argument.

Make sure you fight on the question of their actions, not on the fact of their NF membership. However, distribution of racist leaflets, or provocative racist actions are a different matter and must be dealt with if at all possible. Racist action is contrary to many union rule books, and so the demand for withdrawal of their union card is important, and some unions, eg NUR have declared racist action to be grounds for expulsion.

Anti-apartheid activity often gets a much better response than is expected. Even those with racist tendencies can find South Africa repugnant and can be drawn into action in, say, a TU week of action, with petitions, boycott action, etc. Black workers respond with enthusiasm. You do a job of work for the South Africa comrades and at the same time have a considerable anti-racist impact. (Of course anti-apartheid work is not a substitute for work against racism in Britain.)

Careful attention should be given to the removal of racist graffiti—not forgetting that important and often neglected ideological battlefield, lavatory walls.

Whenever the question of action against NF members comes up, be it operation of the Race Relations Act, or action in the workplace, you run up against the question of "free speech".

This is not an easy argument to win. Obviously we need to refer to the lessons of history and to the division consequences of racism to the working-class. The problem is that many people will say yes we agree, but it is still wrong to deprive racists of "freedom of speech".

The pamphlet "**A Knife At The Throat Of Us All**" provides a useful argument in these circumstances:

"Communists support, and will defend to the utmost, the right of people to freely speak their mind. But to attack people because they are black is not a political argument. People form their political views on the basis of conviction. They are born with their colour. That is why to attack someone because of his or her race is to attack that person as a human being. Their political views can change, colour cannot.

"To permit the NF the "freedom" to be anti-human can end up destroying the freedom of us all. That is why incitement to racial hatred must have no place in a civilised society."

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## 7. COMMUNITY RELATIONS COUNCILS

Local Community Councils were formally constituted under the 1968 Race Relations Act and are financed by grants from the Commission for Racial Equality (formerly the Community Relations Commission) and the local authorities in the area in which



they operate. Some of them supplement these grants by grants or donations from other sources and money raising activities, but these amount to a very small proportion of their budget.

There are 28 Community Relations Councils in Greater London, nine in South West England, 11 in South East England, 39 in other parts of England, one in Wales and three in Scotland. Some of these have already changed their name to the Council for Racial Equality in line with the national body.

The amount of grants received varies enormously. For instance, in London, Hammersmith has a budget of £71,000, Camden £53,000, Hackney £42,000 and some like Barnet under £1,000. Some have no full-time workers. Lewisham has a staff of 23, Hackney, although very active, only seven or eight.

In the early days of the councils, their terms of reference were to develop projects which would increase racial harmony and avoid friction without actually campaigning against racist ideas and discrimination.

In the recent period some of them have campaigned far more directly against racist activities, particularly those conducted by the National Front. They have also had discussions with teachers and sometimes taken classes in the schools.

Most community relations councils have a general council consisting of two members appointed by each affiliated organisation and all individual members.

The General Council elects an executive committee of between 20 and 30 members including, at least, two councillors. Some councils also appoint a small management committee which deals with business between EC meetings. Study the constitution.

One of the problems is that the general council only meets at most four times a year and members who are not on the EC don't have much contact with the organisation. However most of them have committees to assist in various aspects of their work and any council members and even non-council members can become members of one of these committees. There is an AGM which enables the keenest members to get elected to the Executive etc.

In many boroughs the Party has found it valuable to support anti-racist committees as well as working hard in the Community Relations Councils. The Committee against Racism should work very closely with the CRC and, in fact the CRC can make a grant to the committee. They can co-operate in joint activities. So affiliate your Party Branch—urge others to affiliate—get involved.

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## 8. WHAT THE TRADE COUNCILS CAN DO

1. Form a Race Relations Advisory Committee to ensure that anti-racist work is given consistent and detailed attention. Such Sub-Committee should be given a definite programme of work to carry out—eg
  - (i) preparing general recruitment material in the various languages which makes the general case for joining a trade union and lists the address of every union Branch Secretary in the area with a brief note of the type of workers organised by each union, eg See TUC Material—"Introduction to Newcomers".

- (ii) call together local FTOs, Conveners, leading black workers to discuss problems of discrimination at work. Identify the problems and win support for a programme of work aimed at overcoming them. Assess and monitor the TUC Equal Opportunities Clause in the area; eg one employer may be operating a crude colour bar while at another factory black workers may be restricted to unskilled and semi-skilled work.
- (iii) answer all racist letters in the local press. Show that the local trade union movement is militantly anti-racist, stands for the unity of all workers and campaigns for all workers' interests.
2. Affiliate to local Community Relations Councils, send delegates and receives regular reports from the delegates.
3. Affiliate to local Anti-Racist and Anti-Fascist Committees. Become a sponsor of the Anti-Nazi League. Work to make them representative of all anti-racist bodies and organisations in the locality. Take the lead in forming such Committees where none exists.
4. Press local authorities to provide adequate language classes, and to make strong and clear policy statements deploring all forms of racism and declaring that they will work to build a genuine multi-racial community based on equality of opportunity, tolerance and respect. Linked with this should be:-
  - (a) The banning of all local authority premises for meetings called by racist parties and groups and
  - (b) The removal of all racist posters and graffiti.
5. Obtain from the TUC Equal Rights Committee a complete list of anti-racist material published by the TUC and ensure that it is circulated to all affiliates. Report your activities to the TUC.

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## 9. WHAT THE UNION BRANCH CAN DO

1. Affiliate to local Anti-Racist and Anti-Fascist Committees and to the CRC. Become a sponsor of the Anti-Nazi League. Ensure that regular reports are received by the Branch.
2. Circulate all TUC anti-racist material to all your factory and office groups.
3. Branch Committees to identify factories and offices where discriminatory practices may be operating. Talk to the stewards and representatives and find out what the problems are. Offer Branch assistance to overcome them, if necessary with the assistance of the FTO and the District Committee.
4. Operate union rules against racist and fascist stewards who work in an openly racist way. Make all members aware of such rules and union policy on these questions. Do not operate outside the rules. Campaign to change them if necessary.
5. Take part in all anti-racist and anti-fascist activities and involve as many members as possible.
6. Take steps to deal with any language problems which your members may have. Publish Branch Circulars in the relevant languages. Local CRCs can help with this work.

7. Let your District Committee know what you are doing and seek their assistance where necessary.
8. Monitor and assess the effectiveness of the TUC Equal Opportunities Clause.

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## 10. WHAT SCHOOL TEACHERS CAN DO

Act NOW. Don't wait until examples of racist provocation turn up in your school. Don't think that its not an urgent matter in all-white schools. The National Front is strong in some areas with very few black people in.

1. Affiliate Staff Association to local broad based anti-racist committees. In London areas join All London Teachers Against Racism and Fascism.
2. Arrange staff meetings to work out agreed school policies on:
  - \*\*\* promoting racial understanding and harmony
  - \*\*\* anti-racist action
  - \*\*\* what to do if racist provocation (propaganda, hiring of school hall for meeting) should arise.
3. Inform parents, Chief Education Officer, Governors and local press of school attitudes and policies.
4. (i) Publicise NUT Guidelines to all staff  
 (ii) Pass resolutions at union meetings (at all levels) calling on local education authorities not to hire out school premises for racist meetings.  
 (iii) At local union meetings, make room for discussion of positive initiatives taken by other schools, as well as defensive tactics.
5. Use Assemblies (and lessons) to explain sources/history of racism. Use Assemblies (and lessons) to celebrate a range of cultural traditions, especially those represented in school and local community, but not just those.
6. Introduce speakers from whole range of different ethnic groups into school.
7. Develop multi-cultural education for all pupils, emphasising contemporary world developments, and extending the range of reading matter available. Emphasise at every appropriate time, true facts related to immigration, housing, employment, etc. Avoid the numbers game.
8. Teachers to be encouraged to join National Association for Multi-Racial Education.
9. Incorporate into as many areas of curriculum and school publications as possible, opportunities to experience, celebrate, understand, show respect for, the history and cultural traditions of nationalities represented in school and locality—but not just those.
10. Keep local press informed of all policy decisions, curriculum developments, multi-cultural events.

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## 11. WHAT SCHOOL GOVERNORS CAN DO

1. Pass resolutions in support of heads and teachers who are taking positive initiatives with regard to multi-racial education and anti-racist teaching. Send to Chief Education Officer and local press.
2. Ask head teachers to report on incidents of:
  - \* racist literature being introduced into the school
  - \* serious racist behaviour
  - \* recruiting by racist groups, etc.
3. Ask heads to report on what is being done in the schools to promote racial understanding and harmony.
4. Pass resolutions urging that the school should not be used for racist/fascist meetings. Send to Chief Education Officer.
5. (Parent Governors particularly)—Suggest that heads should send a letter home to parents explaining the school's desire to promote racial understanding and harmony, and condemning racism.

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## 12. WHAT PARENT-TEACHER ASSOCIATIONS (AND PARENT ASSOCIATIONS) CAN DO

1. Affiliate to local broad-based anti-racist groups.
2. Pass resolutions calling on Chief Education Officer not to allow the school to be used for racist meetings, or by any groups which seek to divide the local community.
3. Keep local press informed of all initiatives against racism. (Racist/Fascist groups are dominating the letter columns of some local newspapers. An avalanche of letters expressing positive viewpoints is needed.)
4. Arrange educational evenings, so that teachers can explain what they are doing to promote racial understanding and harmony; how they are using the wider cultural heritage represented in the school.
5. Organise social events for parents (and/or children) which celebrate the range of cultural traditions represented in the school. (There is a range of course in all-white schools !)
6. Make every attempt to involve all parents in the association, by visits as well as written invitations, by making people feel individually welcome when they do attend meetings and functions, by having an attractive printed leaflet welcoming every new parent to the association and giving name and address of a person to contact.

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## 13. WHAT THE TENANTS ASSOCIATION CAN DO

1. A good start to involving black people in Tenants' Association activities is through children's activities, making sure that ALL the children on the estate are invited.
2. Although this may seem self-evident, make sure that all TA committee members regularly visit all the tenants on the estate, not just TA members, to inform them of TA activities and help with problems over repairs, etc. This is



especially important where there are non-English speaking tenants. If there is a problem of language the TA can approach the local CRC for interpreters and courses in English as a second language.

3. Run social activities where possible for adults. Social events should reflect the music and interests of the different ethnic groups.
4. It is important to try to get a proportion of black people onto the committee and taking on responsibilities. Argue the importance of the committee representing and reflecting the views, opinions and attitudes of all the tenants on the estate—and a multi-racial estate should have a multi-racial committee so that it can be seen to be an organisation representing all tenants.
5. If the National Front has leafleted the Estate, or if there are racist slogans on the estate, take the opportunity to raise the question of racism at a TA meeting and argue its divisive effects—possibly a resolution to circulate a statement on the estate itself on behalf of the TA. Of course if we just react to NF initiatives this will be totally inadequate. A programme of action is needed.
6. If the TA has a Newsletter, publish a statement against NF activities emphasising the importance of unity in achieving improvements on the estate.
7. Don't let the TA meetings become dominated by complaints about parties, loud music, etc. all of which can be used to point the finger at black tenants. State that matters concerning individual tenants should be taken up with the committee and are not the business of the meeting.
8. Occasionally racist comments are made by Council officials and employees. If so, make your attitude and the attitude of the TA clear and make an official complaint on behalf of the Tenants' Association, first raising the matter with the Committee and the meeting.

(In drawing up these suggestions, the comrades were acutely conscious that conditions vary so much, that generalisation is very difficult. For example, one member of the Race Relations Committee said that to suggest that complaints concerning individual tenants were not appropriate for general meetings, would be crazy on their estate. Nonetheless we put them forward to provoke discussion among comrades active in this field.)

#### \*\*\*\*\* 14. WOMEN AGAINST RACISM AND FASCISM

Recently groups of feminists have begun to form Women Against Racism and Fascism groups, often based in local Women's Centres. WARF activities include organising contingents of women on anti-racist demonstrations (Lewisham and Hackney in 1977, for example) support for black women in struggle (such as participation in the Grunwick picket), production of leaflets and posters exposing the ways in which racism specifically oppresses women, as well as more general discussion about the nature of racism and fascism. Most importantly, there is a growing awareness throughout the women's movement of the dangers of racism, an awareness which should not be ignored in building the campaign against racialism.

#### Approaching the Women's Movement

The Women's Movement is not a rigid structured organisation, with elected leaders or a written constitution. Feminists are united in their desire **not** to have such a format. Annual Women's Liberation conferences (open to all) have agreed to 7 basic de-

mands which all feminists accept. Local women's centres often form the basis for women's groups in a vicinity. To involve these women in an anti-racist campaign, write to the local WARF group, or if there is not one, to the Women's Centre collective. The group or collective (not individual) will then discuss an attitude to the campaign. Most women's centres have a policy of not allowing men on the premises and this should be remembered and respected. There will be little tolerance for any paternalistic attitudes, or attempts to impose views.

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#### 15. GETTING NEWS INTO THE MORNING STAR

##### How You Can Pass On Information To The Star

Ring up the **Star** (01-405 9242) and ask for the News Editor (between 10.00 am and 5.00 pm) or the Copy-taster (after 5.00 pm).

If its just a snippet of information you only think the **Star** may be interested in, then tell the News Editor and he or she will take your name and telephone number, and will decide whether it needs following up.

If you have a story about a particular activity—a march or picket—then the most efficient way of giving it to the **Star** is to first write the details down. Then ring the News Editor and briefly convey the 'guts of the story'. He or she will then transfer you to a copytaker or stenographer who will take your story down as you read it out over the telephone at dictation speed.

Remember the **Star** needs above all clarity of information from you: the who ? what ? when ? and why ? The journalists at the **Star** are responsible for writing the fully-fledged news item—you need not worry about that.

##### It is important to remember that:

1. The **Star** has to meet production deadlines. That means stories for the first edition, which goes to N Wales, Scotland, the North-West, the North East, the Potteries and the Sheffield area, have to be at the paper by 5.00 pm.
2. Stories for the second edition—areas S E England, S Wales, the West Country and the Midlands—have to be at the paper by 8.00–8.30 pm.
3. Space in the newspaper is extremely limited, so the information you give has to be brief and to the point.
4. The **Star** as a newspaper needs up-to-date information. If possible, tell the News Editor in advance of an up-and-coming event you know the **Star** will be interested in.

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#### 16. GLOSSARY OF ANTI-RACIST ORGANISATIONS

**ANTI-RACIST, ANTI-FASCIST CO-ORDINATING COMMITTEE** This committee covers the Home Counties and produces a journal **CARF** (price 10p). Address: PO Box 35, 182 Upper Street, London, N.1.

**ANTI-NAZI LEAGUE** 12 Little Newport Street, London WC2. 01-734 5456

**COMMUNITY RELATIONS COUNCILS** Information from Commission for Racial Equality, Elliot House, Allington Street, London, SW1 5EH (Tel: 01-828 7022) which produces 'New Equals' bi-monthly and free. Provides lists of CRCs and black people's organisations.

**INSTITUTE OF RACE RELATIONS** Publish "RACE AND CLASS" quarterly, and occasional pamphlets, 249 Pentonville Road, London, N. (Tel: 01-837 0041)

**LIBERATION** Based in the labour movement. Produces 'Liberation', 15p. bi-monthly, 313-5 Caledonian Road, London, N.1. (Tel. 01-607 0465)

**JOINT COMMITTEE AGAINST RACISM** A body with broad and weighty sponsorship, to which the Communist Party has applied for affiliation. (Tel. 01-868 3012 or 01-868 9409)

**NATIONAL COMMITTEE ON RACISM AND CHILDREN'S BOOKS** Chairperson—Dorothy Kuya, 88c Chesterton Road, London, W10. (Magazine coming out in autumn.)

**"RACE TODAY"** Monthly journal, 25p. 74 Shakespeare Road, London, SE24 OPS

**RUNNYMEDE TRUST** Publishes a monthly bulletin giving news on race relations and immigration. £2.50 pa. 62 Chandos Place, London WC2N 4HG (01-836 3266) Regularly produces research and information on race relations issues.

**SCOTTISH IMMIGRANT LABOUR COUNCIL** Based in the Scottish Labour Movement, and officially sponsored by the STUC. Produces "Equality". 10p. per issue. c/o Glasgow & District Trades Council, 83 Carlton Place, Glasgow 5.

**TUC RACE RELATIONS ADVISORY COMMITTEE** TUC, Great Russell Street, London, WC1.

**JOINT COUNCIL FOR THE WELFARE OF IMMIGRANTS (JCWI)** Has widespread affiliations of ethnic organisations and trade unions. Address: 44 Theobalds Road, London WC1.

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## 17. BOOKS

Not surprisingly, we highly recommend the current Communist Party pamphlet "A Knife At The Throat Of Us All". 30p.

Here is a list of books which you should be able to get through your Communist Party District Bookshop or Literature Distribution Centre.

"NF Investigated". LRD pamphlet .... 25p.

"Racial Disadvantage in Britain" Penguin, David Smith PEP Report .... £1.25

"Racism and Black Resistance" Robert Moore, Pluto Press .... 75p.

"IQ, Heritability and Racism" James Lawler, L&W .... £2.95

"Racism, Fascism and Politics of the National Front" David Edgar, published by the Institute of Race Relations .... 30p.

"Racism—Who Profits?" CIS Report .... 45p.

"West Indian Experience in British Schools" R Giles. Heinemann .... £2.20

"Fascist Threat" Mike Power YCL publication .... 15p.

"Racial Minorities and Public Housing" PEP Report 1975 Smith and Whalley.

"Immigrants and Minorities in British Society" edited Colin Holmes, Allen & Unwin .... £10.  
NB. Should soon be in paperback and cheaper.

"Black Migrants; White Natives". A Study of Race Relations in Nottingham. Daniel Lawrence, Cambridge University Press .... £3.00

"Black British White British" Dilip Hiro, Monthly Review Press .... £2.35

"Race and Industrial Conflict" Malcolm Rimmer, Heinemann .... £1.40

"Black England" Naryan, Doscarla Press .... £1.00  
(Hard to get hold of, which might not be disastrous)

"Race Class and State" A Sivanandan, Race and Class Publication .... 30p.

"Strategy for a Black Agenda" Henry Winston, International Publishers, New York.

"Class, Race and Black Liberation" Henry Winston. As above.

"Between Two Cultures" Edited by James L Watson. Published by Blackwell.

"Racism and Human Survival" Claud M Lightfoot, International Publishers.

"Children and Race" David Milner. Penguin .... £1.00

"Racism and the Mass Media" Hartman and Husband, Davis Poynter.

"Racist Textbooks" Chris Proctor, National Union of Students, 3 Endsleigh Street, London, WC1H 0DU .... 45p.

"In Black and White" Racist Reporting and how to fight it. Campaign against Racism in the Mass Media, 13 Cleve Road, London NW6

"Catching the Young" Sex, Race and Class and Political Ideas in Children's Fiction", by Bob Dixon. Vols. 1 & 2. Pluto Press.

"Race Relations" Michael Banton, Tavistock Publications.

"The Role of Immigrants in the Labour Market" Project report by the Unit for Manpower Studies, obtainable free on request from Dept. of Employment, Steel House, 11 Tothill Street, London, SW1H 9LR.

"New Community", a quarterly journal of Commission for Racial Equality. £5.00 annually.

"The National Front" Martin Walker, Penguin.

"Colour, Citizenship and British Society" Fontana .... £1.00.

"Black Community on Trial" Maryan .... 55p.

"Racist and Sexist Images in Children's Books" Writers and Readers .... 60p.

"Cultural Basis of Racism and Group Oppression" PD Coop .... £2.60

"Slamming the Door (Immigration)" Martin Robertson .... £2.20.

"Red, White and Black" Cremonon .... £5.95.

"Portrait of White Racism" Cambridge University Press .... £4.00

"Racial Disadvantage" Penguin .... £1.25.

"Race and Law" Penguin .... £1.00.

"Destiny" (play). David Edgar .... £1.00.

"Immigration and Social Policy in Britain" Methuen .... £7.85.

"Banyan Tree" Oxford University Press .... £5.00.

"Migrant and Refugees" Cambridge University Press .... £4.95.

"Role and Residence in London" Oxford University Press .... £7.95.

"Second-Class Citizen" Fontana .... 75p.

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# The Communist Party

“Racism and Fascism represent separate but inter-connected features of capitalist society, given a particular energy by its condition of crisis. To defeat them requires more than gut reactions, or a response which sees the problem at the level of a punch-up. It requires a political strategy—which involves a correct analysis of the stage reached, and the ability to put forward policies which can bring into activity the decisive forces which can place a roadblock in the face of fascist advance. We argue that the Communist Party and the Young Communist League have the necessary strategy, **The British Road To Socialism**, adopted by our 35th National Congress, which gives this ability to fight on and connect the several fronts which the struggle against racism and fascism demands.”

(From **A Knife At The Throat Of Us All**, by Dave Cook)

## JOIN THE COMMUNIST PARTY NOW

I wish to join/have more information about/the Communist Party/  
Young Communist League.

Name .....

Address .....

..... Tel. no. (if any).....

Send to CPGB, 16 King Street, London. WC2E 8HY

SBN 900 — 300288.

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**stamp out  
racism**  
says the Morning Star

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