

# **Prejudice, Discrimination, Microaggressions and Hate Crime in Marginalised Groups**

## Consultation Report

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### SUMMARY REPORT

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November 2020

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## Background and Objectives

Three Rivers Community Safety Partnership set an objective to investigate the experiences of our communities, to understand how people have been affected by prejudice and discrimination, the impact this has on an individual and the resulting community needs. The insight gleaned will guide work with partners, to tackle discrimination and prejudice.

This study looked particularly at the 9 protected characteristics, but was also interested to understand any challenges or experiences of any other marginalised group.

## Methodology

A '**Survey Monkey**' on-line survey was launched on **Tuesday 8<sup>th</sup> September** and closed at midday on **Tuesday 6<sup>th</sup> November 2020**.

The on-line survey was **marketed** via:

- **Three Rivers District Council website and social media**
- **Partner agency emails**
- **Inter-faith groups**
- **Herts Pride**
- **COVID support groups**
- **Local Councillors**
- **Schools**
- **Neighbourhood Watch 'OWL'**
- **Mencap**
- **ASCEND**
- **DSPL9**
- **Afro-Caribbean group**

In total, **356 survey entries were completed**. For a full profile break down, please refer to the end of the report.

For full results and comment breakdowns, please see the 'results' section of the report.

## MICROAGGRESSIONS

- Within the last year, over half of the survey respondents had experienced microaggressions in their local area because of a protected characteristic. The top issues being: **treated rudely/disrespectfully (55%), had ideas minimised/ignored (41%) and had lazy stereotypes made (40%)**
- The key protected characteristics affected by microaggressions were: **ethnicity, age and gender**

## COMMENTS ON MICROAGGRESSION INCIDENTS

- Overwhelmingly, **it was race** that brought forth the **most experiences of microaggressions**. Comments were focussed strongly on situations where BAME individuals felt **unwelcome, unwanted and unseen**. BAME respondents also outlined **verbal abuse** they had experienced and **incidents of racial profiling**. There were also reports of **social media abuse, assault (spitting), intimidation** and the prevalence of **white supremacist material** being distributed in the local area.
- The second most commented protected characteristic was **gender – female**, where respondents outlined incidents of **harassment and undermining**.
- Also highlighted was **disability – verbal abuse/exclusion, sexual orientation – verbal abuse and age (older) – exclusion/verbal abuse**
- Finally, there were also a number of comments from **white respondents**, who **challenged the need for consultation and the existence of racism**. Some felt **personally targeted by consultation and highlighting of inequality**. Communication work is evidently needed to **focus campaigns on reassuring white people that this is not a personal attack**, but a chance to **work together** (white and BAME people), to **address inequality and strengthen empathy and thus, communities**.
- Furthermore, there were comments from **white people who were fearful or uncomfortable around the BAME community**, often due simply to the fact that they **heard different languages being spoken**. It would seem apparent that **more community cohesion work** is required to **improve understanding, reduce ignorance and often unconscious bias**, and thus **reduce fear**, together with **building empathy regarding the challenges BAME people face**.

## PREJUDICE AND DISCRIMINATION

- **Within the last year, approaching a third (30%)** of survey respondents had experienced **prejudice and discrimination in their local area** because of a **protected characteristic**. The top areas being: an experience in a **social situation** (20%) and as a consumer: using **shops/services** (11%)
- **The key protected characteristics affected** by prejudice and discrimination were: **ethnicity, age and gender**

## COMMENTS ON PREJUDICE AND DISCRIMINATION INCIDENTS

- Again, comments focussed on **suspicion and exclusion** directed towards **BAME people**.
- **For gender**, there was an **appearance judgement**.
- For a **disabled person**, it was a feeling of **exclusion and others' annoyance at their disability**
- Once more, there was a comment from a **white person**, stating there was **no racism in the area**.
- There was also a **call to action, regarding effective education and cohesion**.

***"We need more community events and demystifying of each other, and it starts at school. This area is so white that they need to be taught about multi culture more than others- the real history of why black people are here, what their contribution is, and what UK wealth is truly based on. A true history not a white washed one"***

## HATE CRIME

Within the last year, **a tenth (11%)** of survey respondents had **experienced a hate crime** in their local area because of a **protected characteristic**. The top area being: **ethnicity**

## COMMENTS ON HATE CRIME

- Although comments were not great in number here, the **examples were powerful**. **Obscene language** was witnessed and a **recent attack on BAME people had created fear, a feeling they would never belong and a need for street lighting**.
- A hate crime **of assault** was also reported towards young people who were **targeted due to their young age**.
- Once again, there were comments from **white people** who felt the **consultation was unnecessary**. Objection was also raised regarding the term '**white privilege**', simply '**because I'm white**'. It would seem that **more work is required to explain white privilege**, i.e. that it is '*inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice*'. This is **not to say that white people cannot feel/be underprivileged for other factors**, but that **for race specifically**, there are advantages not afforded to BAME people.

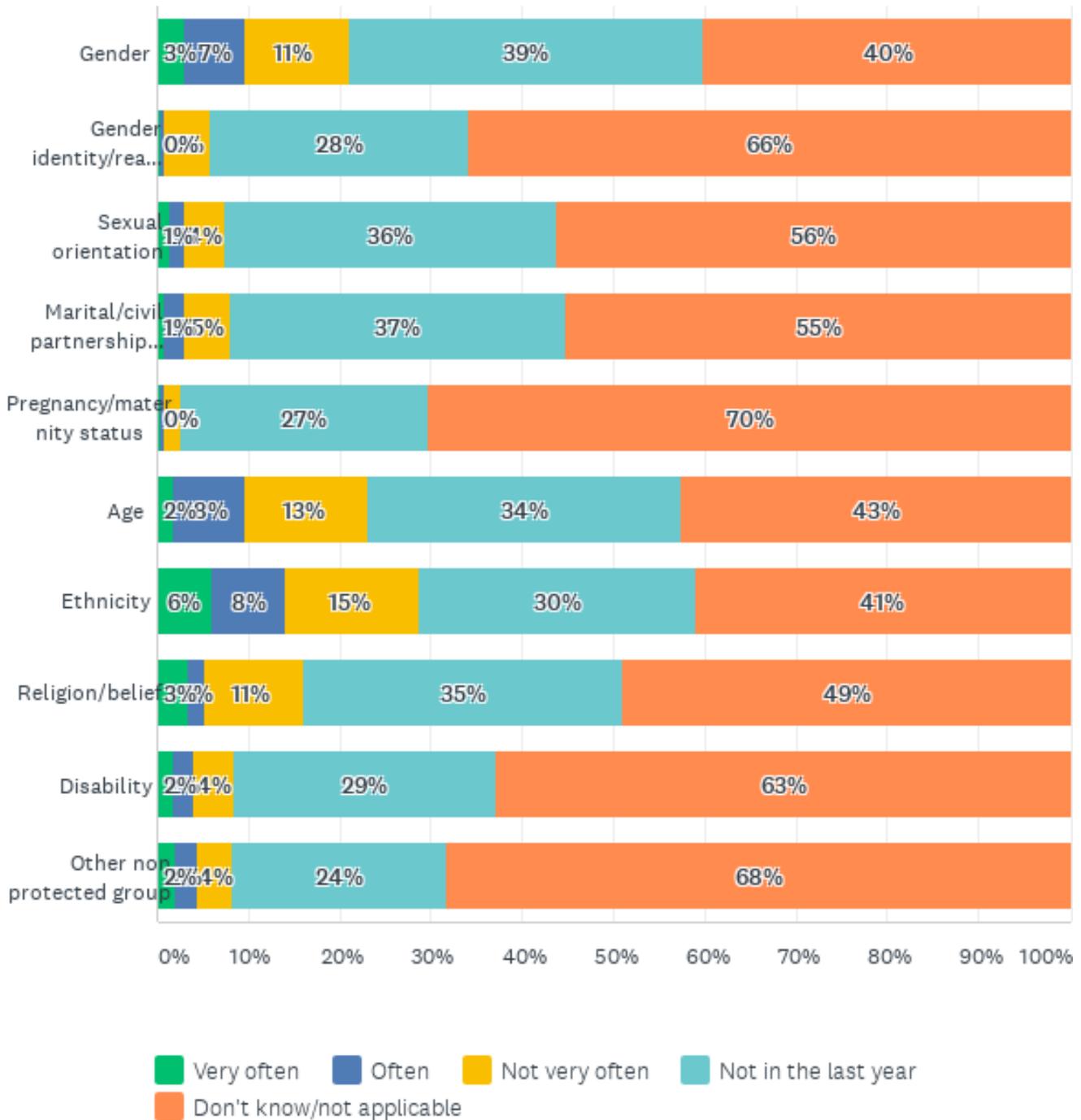
## MICROAGGRESSIONS

- **Within the last year, over half of the survey respondents had experienced microaggressions in their local area** because of a **protected characteristic**. The top issues being: **treated rudely/disrespectfully** (55%), **had ideas minimised/ignored** (41%) and **had lazy stereotypes made** (40%)
- **The key protected characteristics affected by microaggressions were: ethnicity, age and gender**

Q13: IN THE LAST YEAR, have you experienced any of the following microaggressions, in the local area, because of a PROTECTED CHARACTERISTIC you hold (tick all that apply)?

ANSWER CHOICES	RESPONSES	
Talked down to or felt others expected your work to be inferior	31%	34
Had your ideas or opinions minimised, ignored or devalued	41%	45
Left out of conversation	32%	35
Avoided or sensed others moving away from you physically	23%	25
Treated rudely or disrespectfully	55%	60
Been stared at by strangers	33%	36
Been considered 'fascinating' or 'exotic' by others due to your status in a minority group	15%	17
Had an invasion of your personal space	24%	26
Been inappropriately touched	6%	7
Been ridiculed or teased in front of others	16%	18
Had lazy stereotypes made about you	40%	44
Total Respondents: 110		

Q14: IN THE LAST YEAR, how often have you experienced microaggressions, in the local area, based on the protected characteristics listed?



## COMMENTS ON MICROAGGRESSION INCIDENTS

- Overwhelmingly, **it was race** that brought forth the **most experiences of microaggressions experienced**. Comments were focussed strongly on situations where BAME individuals felt **unwelcome, unwanted and unseen**. BAME respondents also outlined **verbal abuse** they had experienced and **incidents of racial profiling**. There were also reports of **social media abuse, assault** (spitting), **intimidation** and the prevalence of **white supremacist material** being distributed in the local area.
- The second most commented protected characteristic was **gender – female**, where respondents outlined incidents of **harassment and undermining**.
- Also highlighted was **disability – verbal abuse/exclusion, sexual orientation – verbal abuse** and **age (older) – exclusion/verbal abuse**
- Finally, there were also a number of comments from **white respondents**, who **challenged the need for consultation and the existence of racism**. Some felt **personally targeted by consultation and highlighting of inequality**. Communication work is evidently needed to **focus campaigns on reassuring white people that this is not a personal attack**, but a chance to **work together** (white and BAME people), to **address inequality and strengthen empathy and thus, communities**.
- Furthermore, there were comments from **white people who were fearful or uncomfortable around the BAME community**, often due simply to the fact that they **heard different languages being spoken**. It would seem apparent that **more community cohesion work** is required to **improve understanding, reduce ignorance and often unconscious bias**, and thus **reduce fear**, together with **building empathy regarding the challenges BAME people face**.
- Please see the **following pages for respondent comments**, categorised by **protected characteristic and type of microaggression**.

## **Race**

- Marginalised/excluded/alienated 17
- Verbal abuse 13
- Racial profiling 7
- Intimidation 1
- Social media 1
- Assault 1
- White supremacy recruitment 1

## **Gender – female**

- Harassment 4
- Undermining 1

## **Disability**

- Verbal abuse and exclusion 1

## **Sexual orientation**

- Verbal abuse 2

## **Age – older (exclusion and verbal abuse)**

**Challenging the need for consultation and existence of racism -** 9 comments

**Fear of BAME community** – 3 comments

## QUOTES ON MICROAGGRESSION INCIDENTS

### Race

#### Marginalised/excluded/alienated

*My son is only 11 years old and he said to me 'mummy, **I don't want to live for a long time because the more you know about the world, the more you just don't want to be in it.** I don't understand **why there's so much hate**'*

*It **makes a child grow up fast** and takes away your innocence of the world*

***Racism is one of the most under-estimated forms of abuse, in childhood especially. It is one of the most damaging abuses to prove, difficult to report or verbalise.***

*Generally always **made to feel England isn't "home"** even though I've lived here for 33 years, and **was born in a British colonial country and owning a British passport before moving to England.***

*In Watford General, sitting in the cafe waiting to go to an appointment. **Speaking in Italian to a friend.** Couple next to me (about 60), start talking loudly about me. They say, **this is one of those scrounges that has come to our country to live off our taxes, getting every benefit they can. They should go back home,** we don't want them here. I responded by saying, I've lived here all my life, paid 40% tax for most of it, and never claimed a benefit. I also told them, that most 'Europeans' are intelligent enough to speak more than one language, and I speak 3. **It made me feel awful, unwelcome, dirty, and despised.** Reminded me of the National Front days in the 70s.*

***Some people will not sit next to you being Asian and how you are dressed.** I have **tested this by wearing an expensive suit,** white people will sit next to you happily. **Wear casual and every time I will have a seat either side of me empty** until the passenger has no seats. This is before Covid.*

***Talking down to you,** usually in shops/bars. Being **overlooked and others served before you***

*I have lived in this country since 1994. Yet, as soon as **someone wants to offend me, they go for the "speak English" sentence....** It's very annoying*

*Being continued to be **questioned about where I was from when moved into the area** even after I had explained that I had moved from a borough in Greater London. The question they finally asked was **where I "originally" came from.***

***I missed a couple of meeting last year due to Diwali** and was **accused of not being committed***

*Explained that **appointments were not available on the Friday as it was Good Friday.** Patient said in no uncertain terms that she had **no place in this country and to take her beliefs back to Ireland with her with her***

***Teachers being ignorant and micro-aggressive to non-white students e.g. "do you not understand this question because English is your second language?"***

*It's to do with inclusion and community. Random commuters will engage in conversation with each other whilst waiting for a train or in a shop. **I've noticed that I am less likely to be engaged than a white person.***

*In my local Tesco's I politely asked a **white male employee** where the location of an item was. He looked at me with **angst and rudely pointed and replied over there!** A few minutes later I heard another **young white female** ask a similar question to mine with which he **responded by smiling and kindly saying sure madam** I will show you where the item is! I have not returned to that supermarket*

*It usually involves individuals targeting others due to some possible threats **like 'taking over' in certain areas of housing or their children taking places in schools.***

***We have visited a restaurant and we don't feel entirely welcome as a British Asian family.** Most patrons are Caucasian and we feel like we are **treated somewhat differently** by the wait staff (not all of them). It's a difficult feeling to pinpoint unless you have experienced it, but it feels like a racist microaggression.*

*There is a **lack of education to distinguish between Asian Indian and Asian Pakistani.***

*Was told **"you don't even live here - go back to where you live."***

*Being told directly that **BLM protesters are to blame for increased cases of COVID-19***

*Racism affects your self-esteem and confidence, especially, experiencing it at a young age. For me, **my education was affected as I couldn't concentrate on studying. It's the same psychological effect as bullying.** Racism stops you from enjoying life, being carefree, and studying.*

*I have heard comments such as **'it takes two weeks to see a doctor because of all the foreigners, I'm not being racist but...** and I'm not racist, my neighbours are from Poland and they are OK'.*

*After the Brexit vote, I listened to people speak openly about how **'them Irish, polish and foreigners would finally be sent packing'***

*Having to **always be the one to move off a pavement to give way to white people,** in order to avoid a nasty comment.*

***Elderly people in the locality tutting because they were children of minority groups.** One of the elderly group members (male) approached us to apologise for his friend's rude comment about the children, explaining that he's not racist. **He continued to talk to us about our races and skin colours to almost overcompensate, explaining a number of times that he's "not racist".** We felt very **uncomfortable talking about our individual histories but politely obliged in the conversation to keep the peace***

*Husband, who is BAME has been subjected to microaggressions due to his race at a social club local to us. **He is the only BAME I have ever seen in there and he is treated rudely, ignored at the bar, and generally disrespected.***

*I am also concerned that the **local police rightly fly flags for Pride week but do nothing for Black History Month,** November campaign for saying No to violence against Women/girls, or Celebrate Women's Day or Women's History month in March.*

## Verbal abuse

**Verbal abuse with obscene gestures** by a group of young men/teenagers whilst waiting for a train. The aggressors were on board a train which stopped on the opposite platform. I was with my husband and young children, so I assume we were targeted due to our skin colour.

I have witnessed people usually white, British **making comments or assumptions** when out with my mother who is **Chinese**

At a park, my father (passed way) and I were racially abused (did not make a complaint). Two young man with their partners and very small child. Sat near us, and said repeatedly, **we are not racists we have colour television.**

Being **mocked and ridiculed** for your **accent and culture** takes away your joy and enthusiasm for **learning**. Your energy is consumed by putting up a barrier and protecting yourself from racists.

Claiming we are part of the **black economy**. He was **verbally abusive with racism against workers on our property**

I am often **put down** as I am the proud owner of a **strong Irish accent**

## Racial profiling

***My dad had to sell his BMW because he got stopped over 30 times in one year by police with no grounds what so ever***

***Also during the Covid restrictions in stores we were faced with discrimination for the colour of our skin, preferential treatment given to other people. And we got refused entry into shops.***

***I quite regularly get comments from taxi drivers/tradesmen etc. about my ethnicity, based on common prejudices, i.e. (I'm Russian by origin) - 'so you like vodka', 'so you like strong men'***

***Feeling as though I have to always be ten times more polite and considerate towards white people in order to be tolerated and to be a good representation of all people of my skin colour***

***Listening to conversations amongst white people blaming "all" Asians or "all" Blacks for any crime being committed by brown or black-skinned people.***

***Man very clearly recording us. We came to the conclusion that he was racially stereotyping***

***As someone who is Irish have been treated with disrespectful and talked to like I'm stupid***

***How I have been told that they'll give me the job despite me being black.***

### Intimidation

*I'm saddened knowing that there are places **he'll never be safe going to like his white friends will be.**  
I'm petrified knowing that when he goes out with his friends **he'll meet abuse just like me and my brothers did, chased down streets and spat at.***

*Teenagers, typically white background, **when in groups tend to stare.***

*I have been **aggressively addressed, ordered what to do and sworn at.***

*I find it **difficult to trust anyone and I stay away from places where white people congregate, e.g., pubs.***

### Social media

*Mostly **via local WD3 forums on Facebook. Racist comments especially in relation to BLM***

### Assault

*People **spitting** in my direction as I walk pass them.*

### White supremacy recruitment

*There were **2 waves of a sticker campaign by a banned white supremacist group called 100 hands***

## Gender – female

### Harassment

*I **cycle with a group of women** - some people (pedestrians) stare probably as it's more usual to see groups of men. Occasionally **men shout out comments referring to our gender or patronising comments.***

*Men feeling **entitled to touch me** in an "affectionate" way **without asking permission.***

*As a female, and particularly as a runner, I have sometimes **experienced intimidation by men on the street**, e.g. men shouting at me, or, **very occasionally, throwing liquid, from vehicles.***

*I was subjected to a **man masturbating in front of me***

### Undermining

*I think I've almost become immune to the insidious sexism I experience as a female. I **manage most of the maintenance in our house** as I work from home and can co-ordinate trades people visiting to give quotes/carry out tasks. Invariably if my partner is present the **mainly male trades' people will address him and virtually ignore me**, even though I've made the contact/specifications /payments.*

### Disability

#### Verbal abuse and exclusion

*Given **less important jobs and not asked on staff outings** feeling everyone was on edge around me*

### Sexual orientation

#### Verbal abuse

***Bullied and excluded from groups at school by other students** for being gay.*

*Local resident **uses inference to my sexual orientation inappropriately in conversation.***

## Age – older

### Exclusion, verbal abuse

*When new younger staff started they don't deal with illnesses well think we should all be fit and never ill*

## Challenging the need for consultation and existence of racism

### Comments by BAME people

*We learn to accept these micro-aggressions because it's very difficult to convey in words and even more difficult to voice, because when we do, we are **thought of as exaggerating or "reading too much into it"**. I have been told to "get over it" so I've learnt to stay quiet and not "make a big deal of it".*

*Also one officer told me that **'he' would not have been bothered by such stickers** (white supremacy) as he **did not understand what they meant!** I **did not feel my family and I receive any real empathy** about this blatant racism that covered village signs, posts and bus timetables. **Predominantly white areas have no idea how racism operates or the impact it has on POC!***

*I have been asked to **'explain' to white residents what is Black Lives Matter** all about and what are black people moaning about? White people act as if systemic racism is not their problem.*

Comments by white people

*British humour and wind ups are all part of life and banter **some people take offence at anything. The British people are the most tolerant and friendly people in the world.***

*More recently I've been called a racist by racists, including **being accused of having white privilege, simply because I'm white.***

*I'm slightly concerned that focusing on micro-aggressions **only serves to exacerbate people's individual sense of hurt or injustice, when in fact, we live in a very very tolerant and pleasant community***

*It would appear that, as a **born British subject, that my race and national origins are being progressively diminished in society. This is despite years campaigning against Apartheid and discrimination.***

***These people** need to visit places such as the Holocaust Memorial in Berlin, to learn properly about these matters. The other **matter of concern** to me regarding **hate crime is how this seems to be prioritised over other crimes** - such as rape, street violence, fraud and so on*

*There seems to be an assumption from some sections of society that **because I am a white, heterosexual, middle-aged male, I am automatically a misogynistic, anti-gay, and racist** unless I can actively prove otherwise. **I see protests on TV, campaigners** when out and about and feel **uncomfortable as a result that these people are holding these erroneous opinions about me.***

*I detest the current focus on hate and intolerance as I have no intolerances towards others and have friends from all racial and religious groups. However I believe the **focus on hate intensifies any problems people have and result in White British people feeling intimidated** and needing to apologise for the past. It seems most people don't know our own British history and how we fought and lost many lives fighting slavery in 1807.*

*I presume that this survey is an expensive joke at my expense*

## Fear of the BAME community

### Comments by white people

*Whilst in the Local Park by the canal two months ago **with my white grandson** a **large family of Muslims** entered and began **occupying the swings** and roundabout. They **stared in a hatred** way making us both feeling uncomfortable and harassed. **Speaking in their own language that excluded us as if we did not exist**. I was **forced to leave the park with my grandson as he felt threatened and upset by their racist behaviour**. The parents made no effort to encourage their children to mix with non-muslims.*

*Constantly abused by the press and media because I am a white Christian. **Fed up of being bracketed as a white privileged racist**.*

*I have been **forced off the pavement by School children** and this has **predominately by Black Children***

***Colleague spoke in foreign language**, smirked and even though **we could not interpret what was said their body language suggested it was not pleasant**.*

## PREJUDICE AND DISCRIMINATION

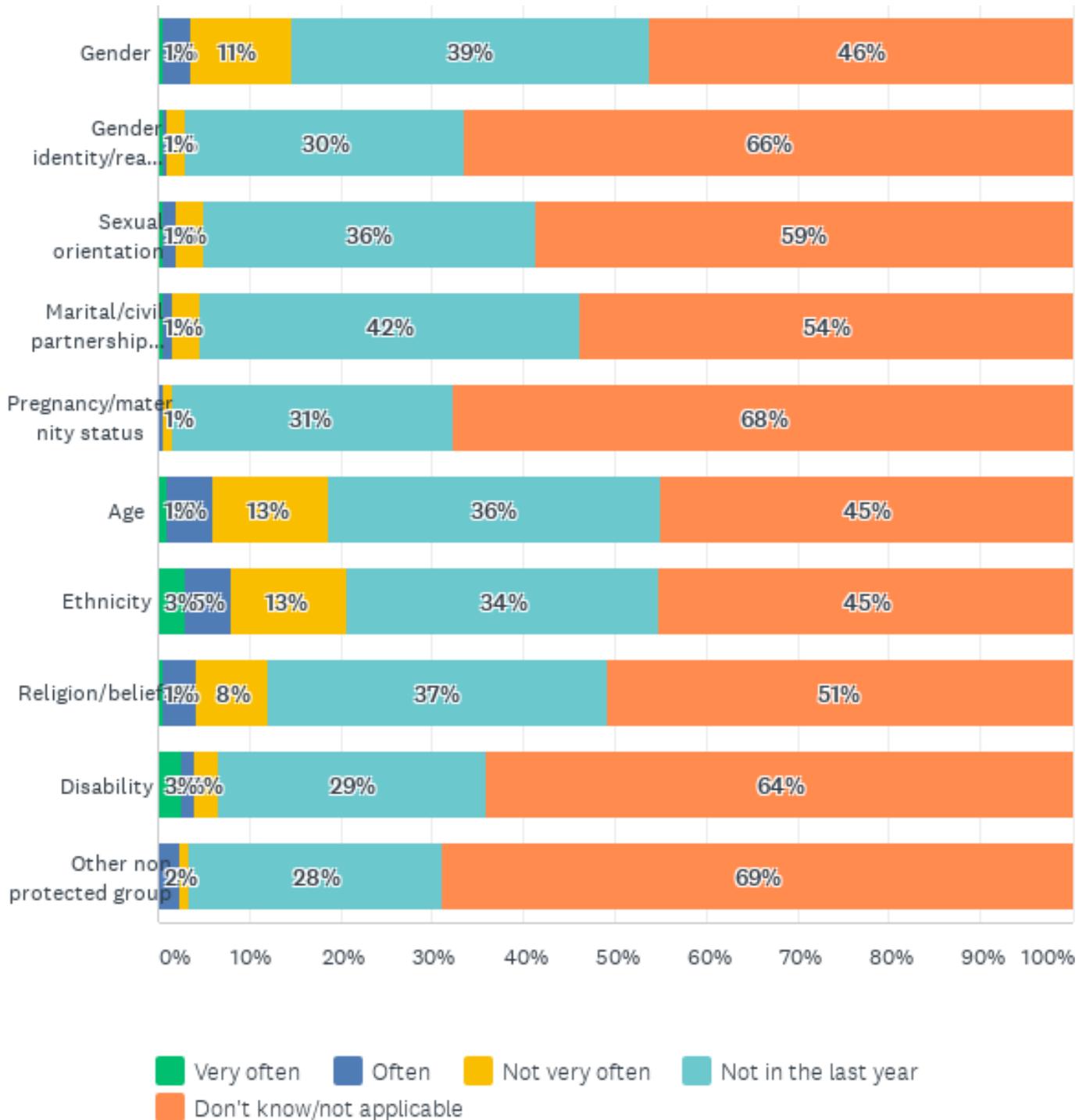
- **Within the last year, approaching a third (30%) of survey respondents had experienced prejudice and discrimination in their local area** because of a **protected characteristic**. The top areas being: an experience in a **social situation** (20%) and as a consumer: using **shops/services** (11%)

Q18: IN THE LAST YEAR, which area(s) of your life have you experienced prejudice or discrimination in the local area (tick all that apply)?

ANSWER CHOICES	RESPONSES	
Access to or experience of education or training	4%	8
Access to employment or experience at work	7%	14
Access to or experience of health or social care	7%	15
Access to or experience of the Police or criminal justice system	4%	8
Access to housing or benefits	2%	4
Access to or experience of public transport	5%	11
As a consumer (using shops or services)	11%	22
Experience of a social situation	20%	41
None	70%	145
Other (please specify)	2%	5
Total Respondents: 206		

**Q19: IN THE LAST YEAR, how often have you experienced prejudice or discrimination in the local area, based on the protected characteristics listed?**

- The key protected characteristics affected by prejudice and discrimination were: ethnicity, age and gender



## COMMENTS ON PREJUDICE AND DISCRIMINATION INCIDENTS

- Again, comments focussed on **suspicion and exclusion** directed towards **BAME people**.
- For **gender**, there was an **appearance judgement**.
- For a **disabled person**, it was a feeling of **exclusion and others' annoyance at their disability**
- Once more, there was a comment from a **white person**, stating there was **no racism in the area**.
- There was also a **call to action, regarding effective education and cohesion**.

***“We need more community events and demystifying of each other, and it starts at school. This area is so white that they need to be taught about multi culture more than others- the real history of why black people are here, what their contribution is, and what UK wealth is truly based on. A true history not a white washed one”***

### Race

- Verbal abuse 2
- Social media abuse 1

### Gender – female

- Verbal abuse 1

### Disability

- Verbal abuse and exclusion 1

### Challenging the need for consultation and existence of racism

- 1 comment

## QUOTES ON PREJUDICE AND DISCRIMINATION INCIDENTS

### Race

*An altercation in a shop, asking someone to move their car because they are in a disabled space, etc. They all lead to the same response. **Go back Home. This isn't your country. Don't ask me to move my car, you aren't even British.***

*The **media fans the flames to enrage and divide as does the government, so we're busy infighting rather than noticing how their elitism robs us all of a fairer society.***

#### Social media abuse

***Direct messages in my inbox and comments shared which are racist and disgusting. You need to target areas that feel that non-whites are trying to take what they have.***

#### Positive action

***We need more community events and demystifying of each other, and it starts at school. This area is so white that they need to be taught about multi culture more than others- the real history of why black people are here, what their contribution is, and what UK wealth is truly based on. A true history not a white washed one.***

### Gender – female

#### Verbal abuse

*I was **judged on my appearance**, the fact I was female and of a certain age*

### Disability

#### Verbal abuse and exclusion

*I am regularly discriminated against, as people in shops, church and the NHS, do not understand, **you cannot hear them or understand them**, behind masks, screens or when they speak as they walk away or stand behind you. Also hearing on the phone is very hard and I often don't understand what people are saying, and I **regularly experience people getting annoyed with me**, as I don't know what they are saying. This is especially true with the Gp's surgery and hospitals, especially as all appts are now telephone appts*

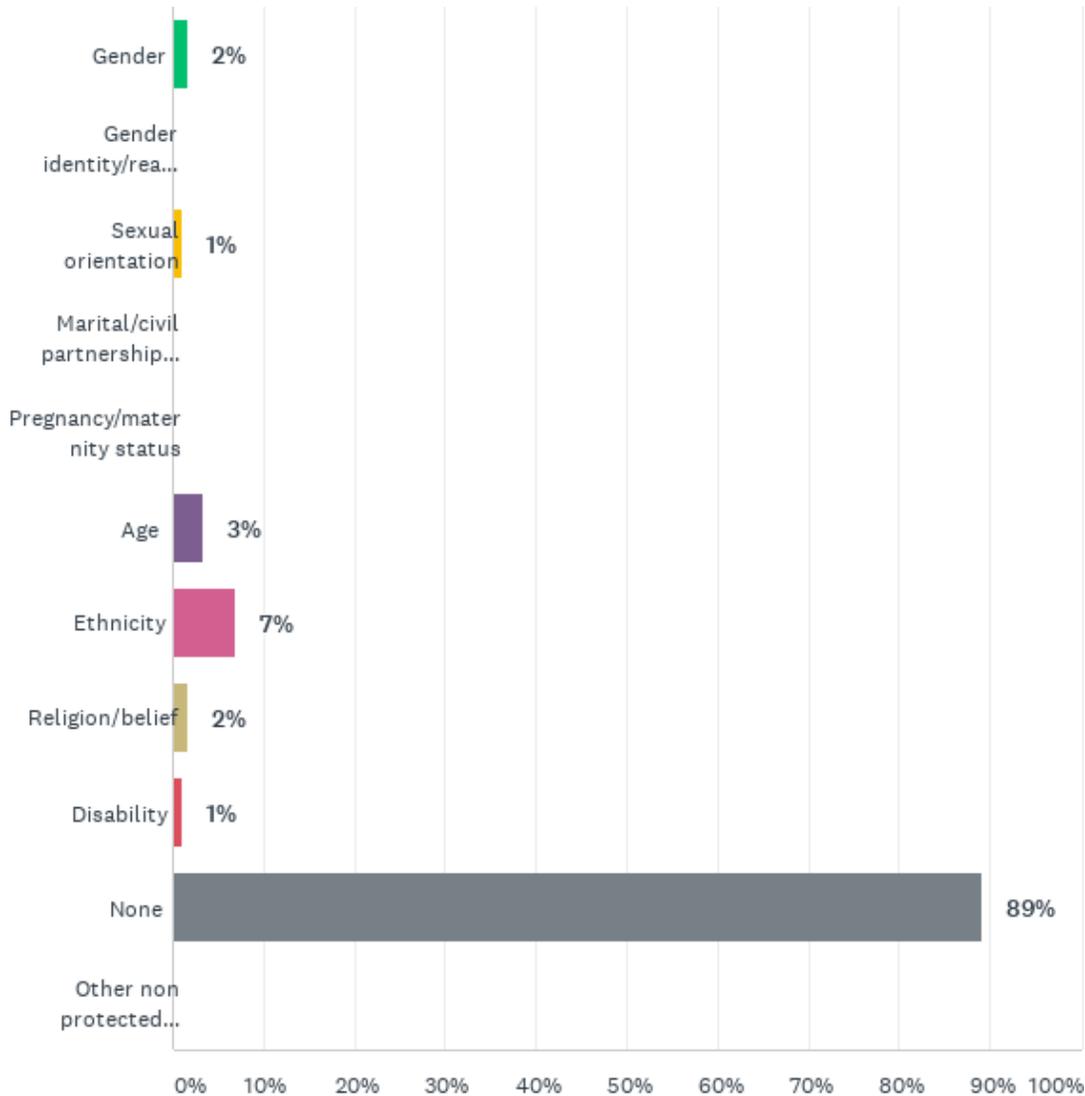
### Challenging the need for consultation and existence of racism

***No incidents to report. It's a friendly place. This survey is a waste of time round here.***

## HATE CRIME

- Within the last year, a **tenth (11%)** of survey respondents had **experienced a hate crime** in their local area because of a **protected characteristic**. The top area being: **ethnicity**.

Q23: IN THE LAST YEAR, have you experienced a hate crime in the local area, based on a protected characteristic you hold (tick all that apply)?



## COMMENTS ON HATE CRIME

- Although comments were not great in number here, the **examples were powerful**. **Obscene language** was witnessed and a **recent attack on BAME people had created fear, a feeling they would not belong and a need for street lighting**.
- A hate crime **of assault** was also reported towards young people who were **targeted due to their young age**.
- Once again, there were comments from **white people** who felt the **consultation was unnecessary**. Objection was also raised regarding the term '**white privilege**', simply '**because I'm white**'. It would seem that **more work is required to explain white privilege**, i.e. that it is '*inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice*'. This is **not to say that white people cannot feel underprivileged for other factors**, but that **for race specifically**, there are advantages not afforded to BAME people.

### Race

- Verbal abuse 2
- Physical abuse 1

### Age – young

- Physical abuse 1

### Challenging the need for consultation and existence of racism

- 2 comments

## QUOTES ON HATE CRIME

### Race

*Received abuse at station by group of teenage/young men on board a train on the opposite platform. Aimed at myself, husband and young children **due to our skin colour. Felt angry and upset as my children had to witness it.***

*Two white men said ‘you know what everywhere I look all I see is (gesturing towards us and looking towards us)’ and Male 2 replied “yeah I know, fu\*king mongrels, rule Britannia!” Both my husband and I were shocked. My husband felt **angry whereas I felt incredibly sad, disappointed and inferior.** I have lived in London my whole life and haven’t experienced this form of racism since the 1980s.*

*There seems to be pockets of South Oxhey targeting ethnic minorities such as the **attack reported in June of the Indian couple in South Oxhey.** Feel **worried and anxious to walk to the gym** which is made more difficult due to the **lack of street lighting on Oxhey drive.** I feel worried about going out generally in case I bump into the same individuals. More broadly I feel **marginalised and question if I will ever belong.***

### Age – young

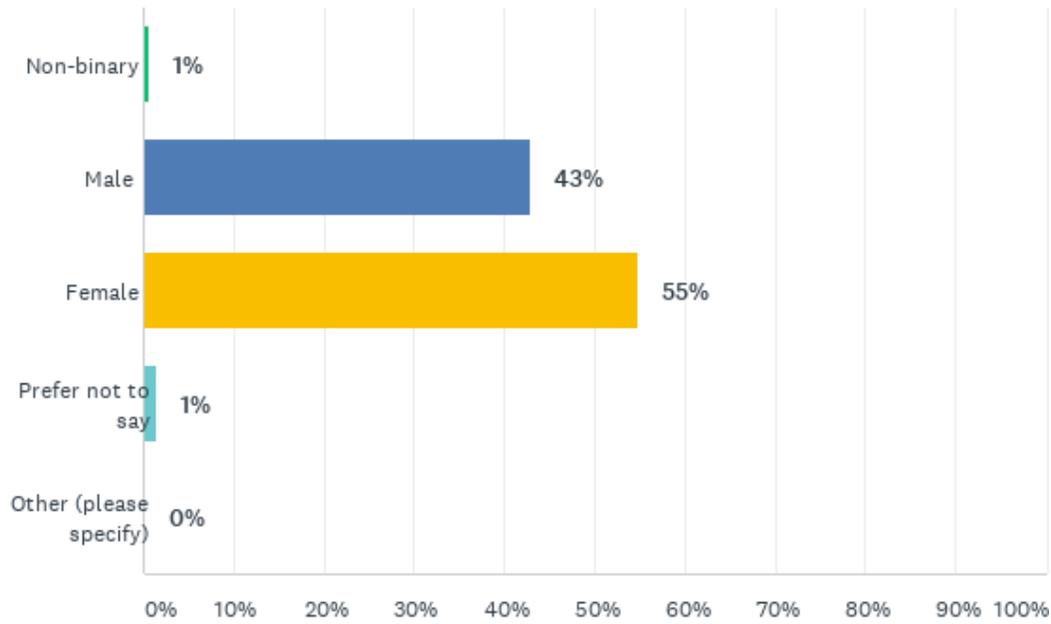
*One of the boys was punched and ended up with a split lip, needing stitches*

### Challenging the need for consultation and existence of racism

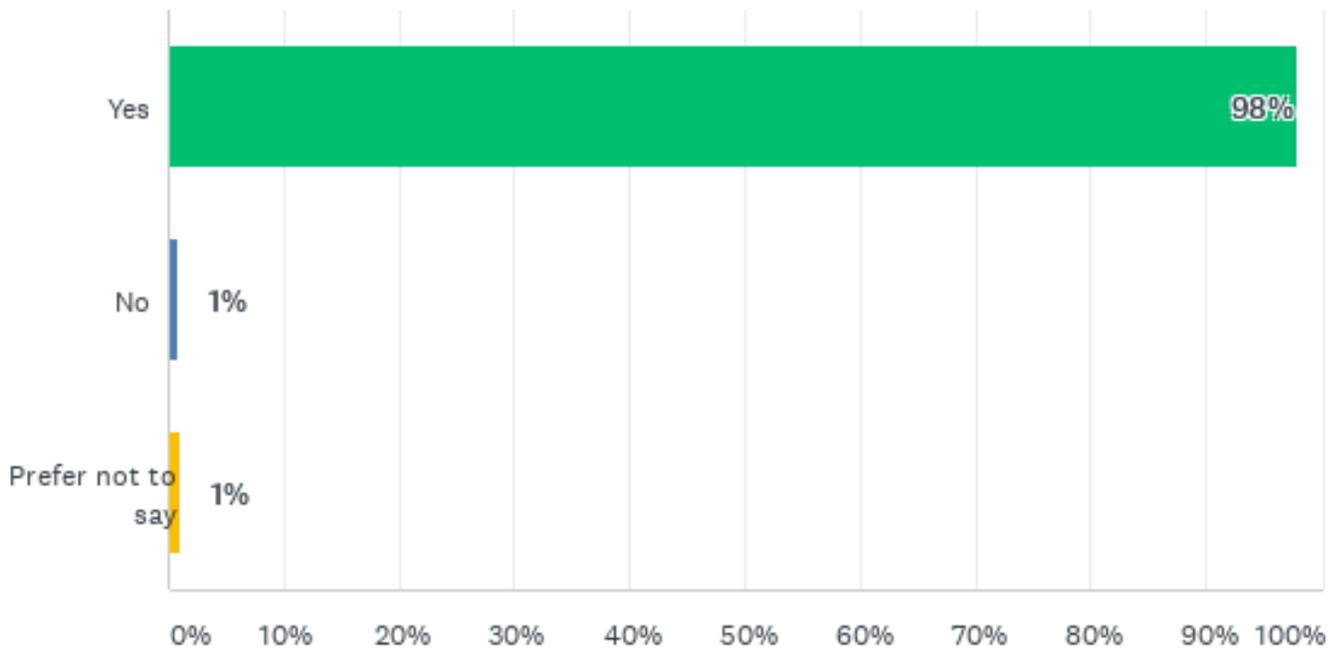
*Have you **not got more important work to do?***

*I’ve been called a racist by racists, including being **accused of having white privilege, simply because I’m white.** The racist card is one used too often nowadays. If someone disagrees with your point of view they tend to call you a racist. It’s becoming a witch-hunt. Whilst it is against the law to discriminate against someone because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex or sexual orientation, and rightly so, it should also be against the law to accuse someone of discriminating against these protected characteristics without solid evidence*

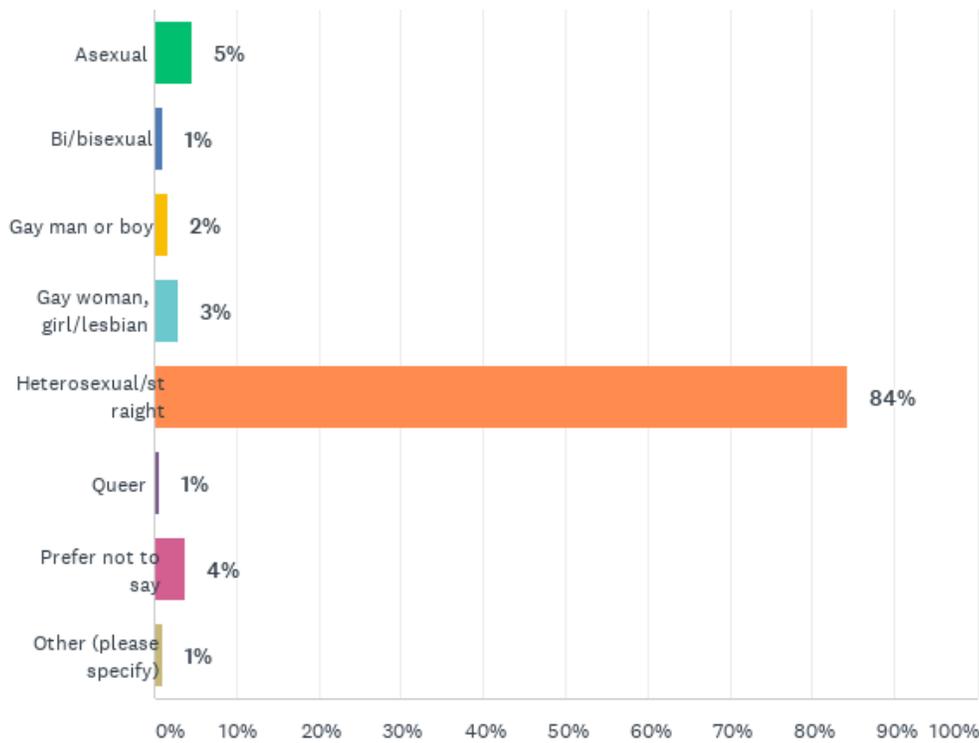
**Q1: What is your gender?**



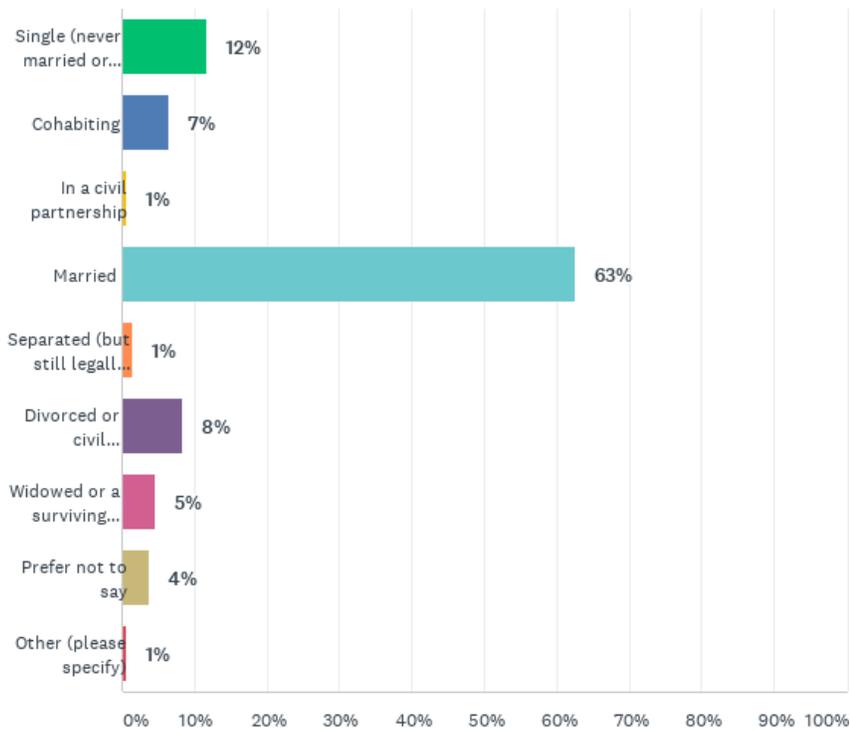
**Q2: Does your gender identity match your sex as registered at birth?**



### Q3: What is your sexual orientation?



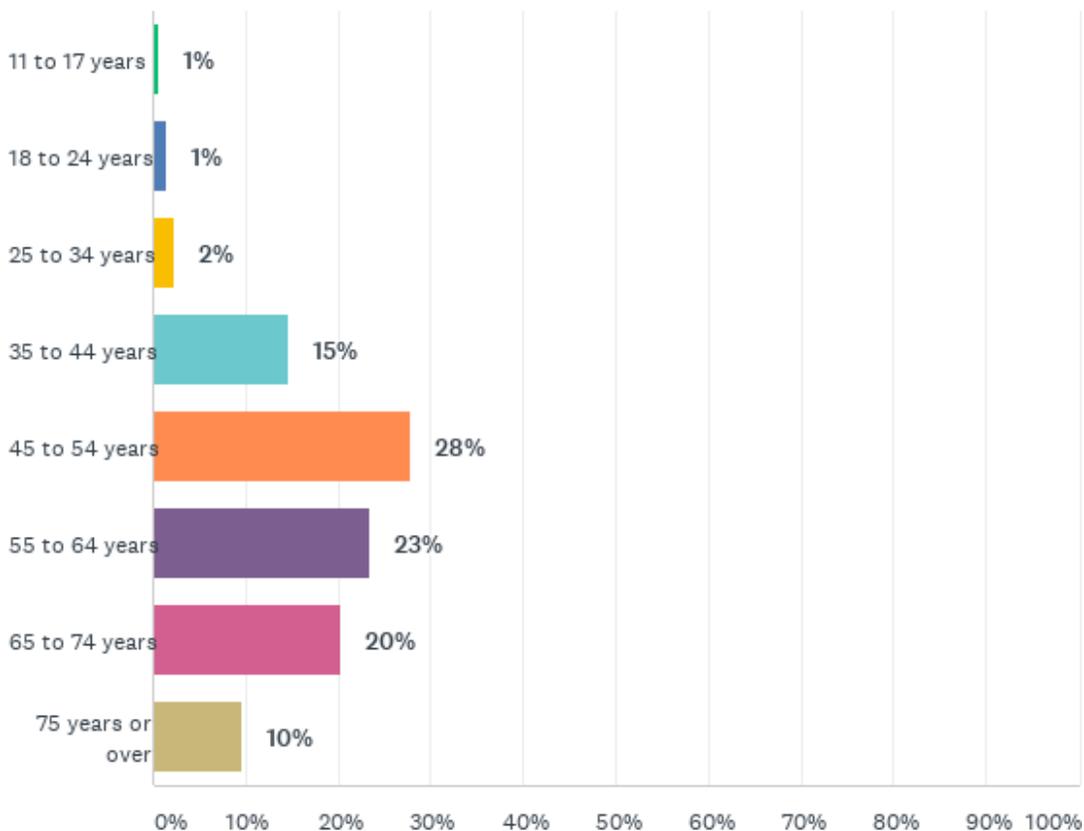
### Q4: What is your marital/civil partnership status?



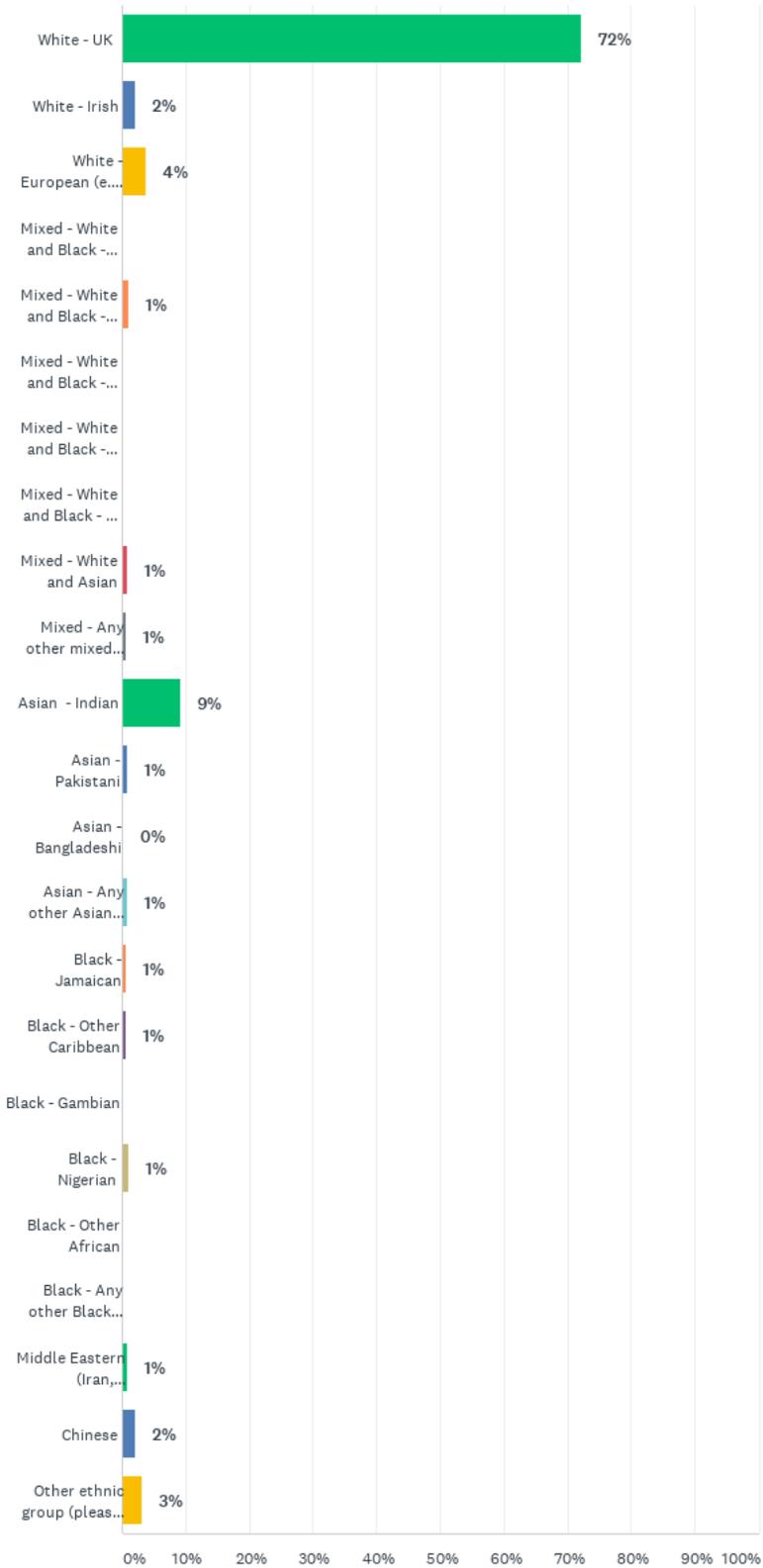
### Q5: Pregnancy and maternity questions

	YES	NO	PREFER NOT TO SAY	TOTAL	WEIGHTED AVERAGE
Are you currently pregnant, or have you been pregnant, in the last year	2% 7	96% 321	2% 8	336	2.00
Have you taken any of the following in the last year: maternity, paternity, adoption, shared parental leave	2% 5	96% 315	2% 7	327	2.01

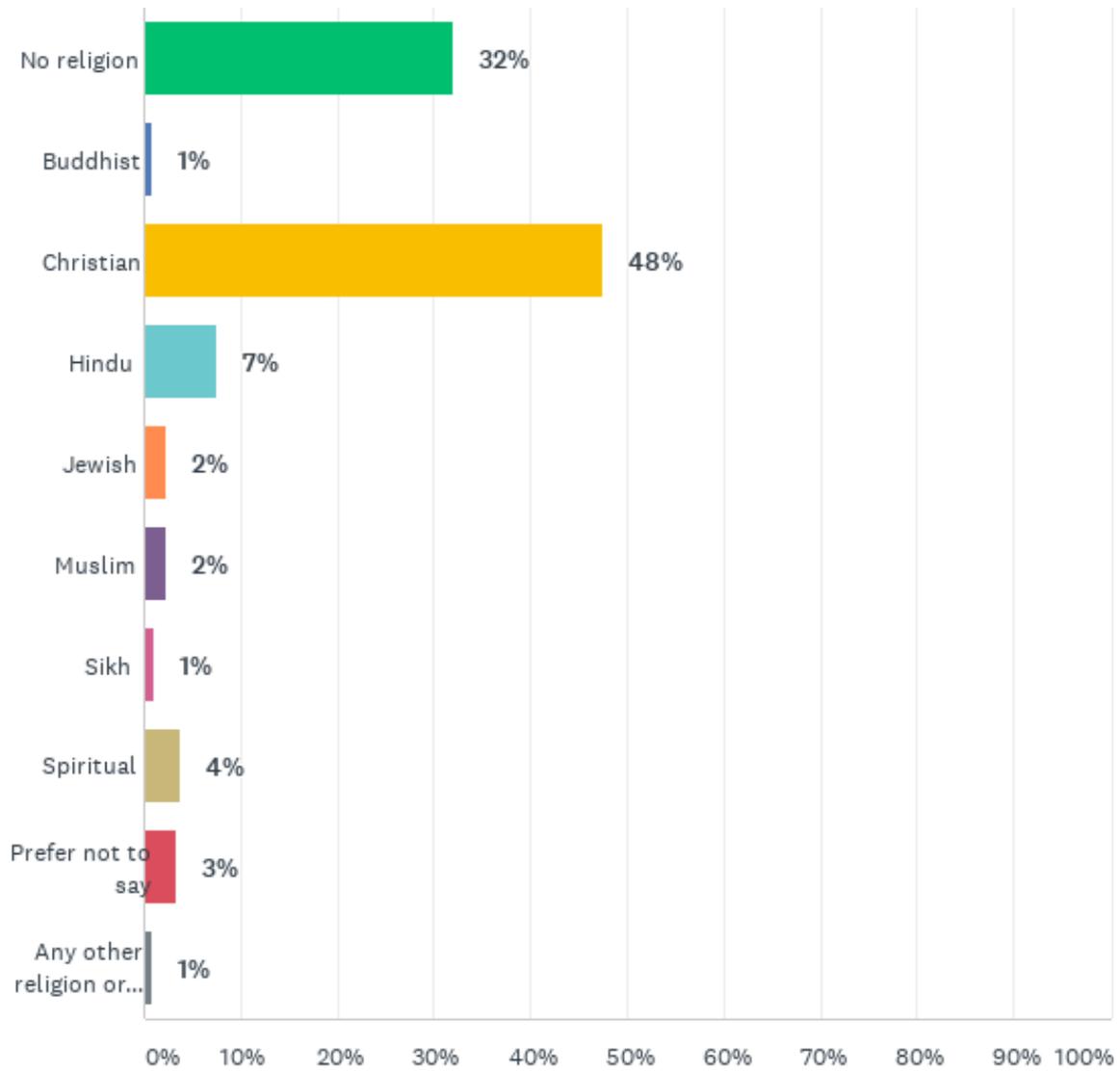
### Q6: How old are you?



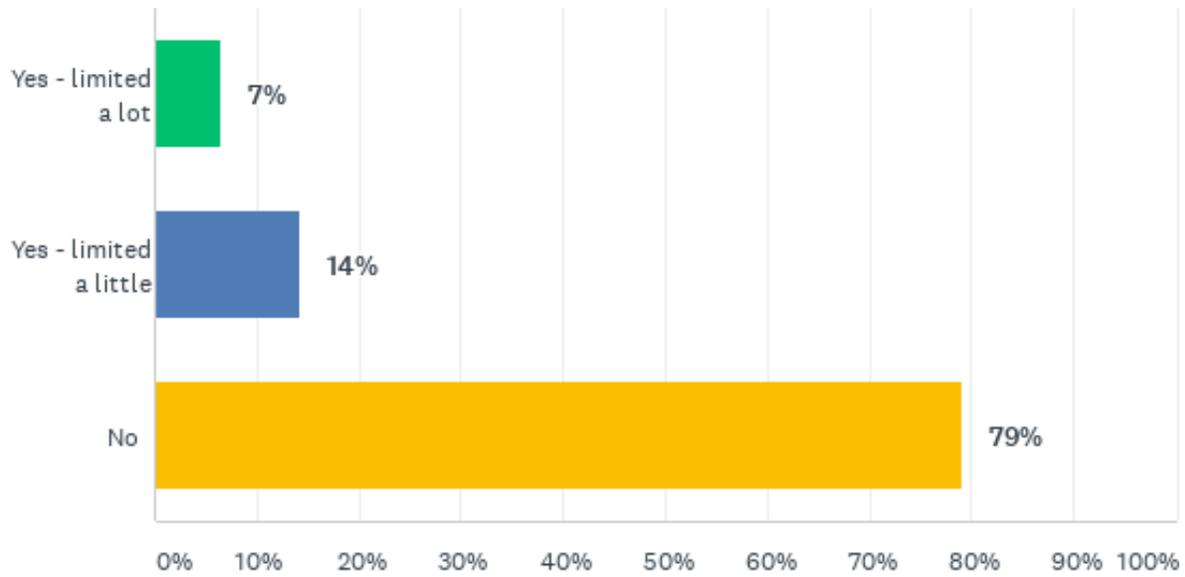
## Q7: What is your ethnic group?



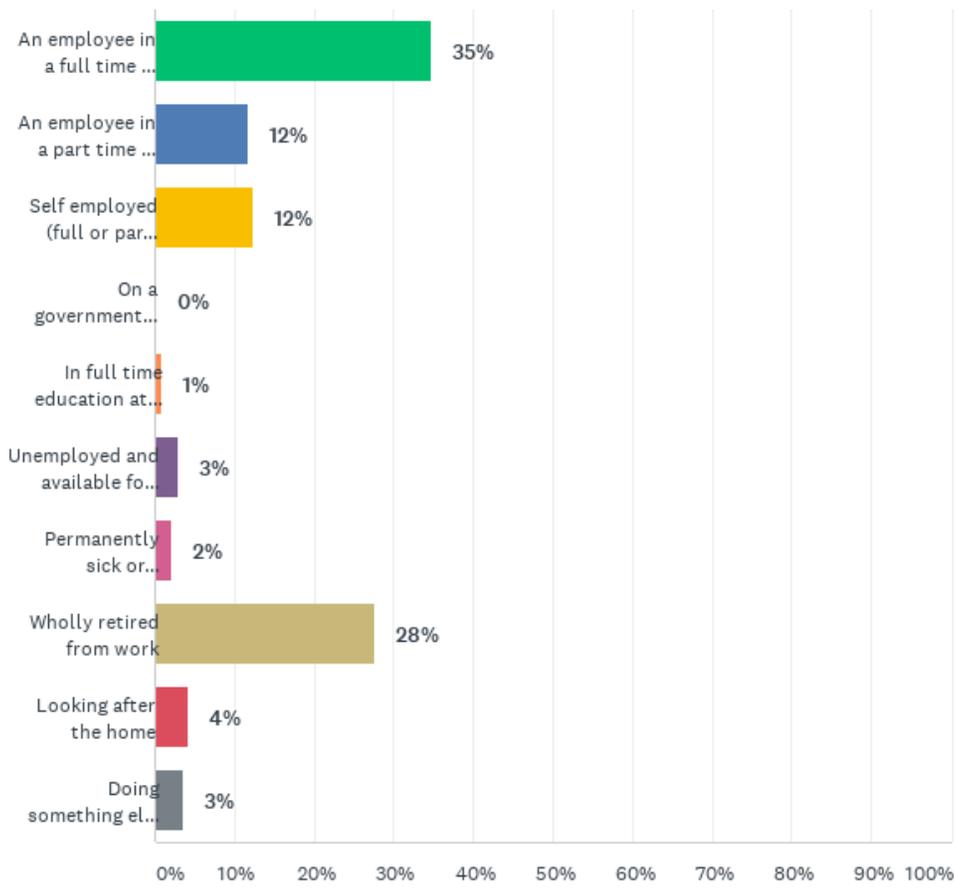
**Q8: What religion/belief do you hold?**



**Q9: Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**



**Q10: Are you currently employed, self-employed, retired or otherwise not in paid work?**



## Q11: Where do you live?

