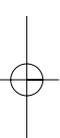
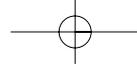


# WHAT? ME? A RACIST?





This cartoon is published in all the official languages of the European Union: Spanish, Danish, German, Greek, English, French, Italian, Dutch, Portuguese, Finnish and Swedish.

**European Commission**

Directorate-General for Information, Communication, Culture and Audiovisual Media  
Publications Unit, Rue de la Loi 200, B-1049 Brussels

For more information on the EU's social policy see: <http://europa.eu.int/pol/socio/en/socio.htm>  
Specific address for education: <http://europa.eu.int/comm/campus>

For further information on the European Union, please go to the back of the booklet.

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**Colours:** Mauricet

A wide range of further information on the European Union is available on the Internet. It can be accessed through the Europa server (<http://europa.eu.int>).

Cataloguing data can be found at the end of this publication.

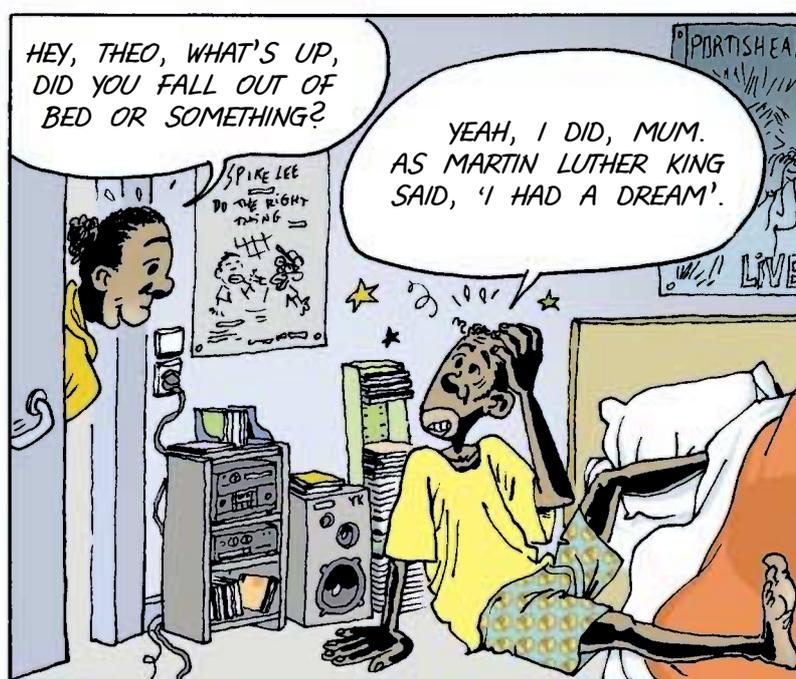
ISBN 92-828-4019-0

© European Communities, 1998

*Printed in Germany*

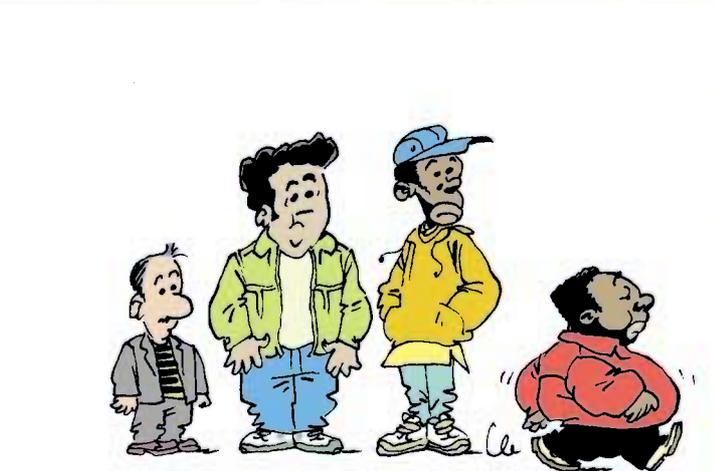
PRINTED ON CHLORINE-FREE BLEACHED PAPER

# WHAT? ME? A RACIST?



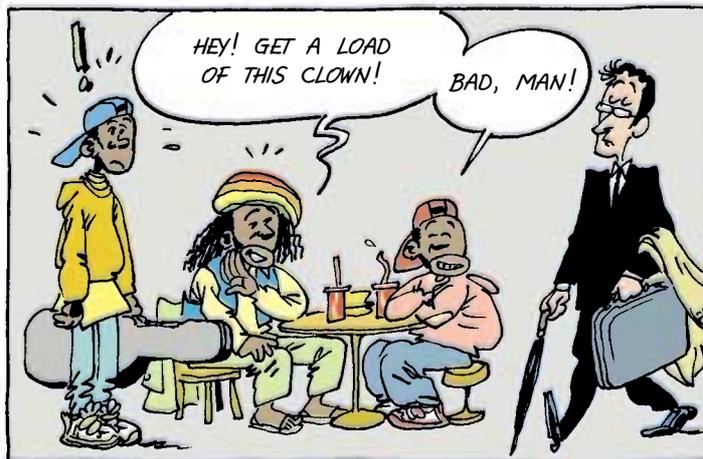
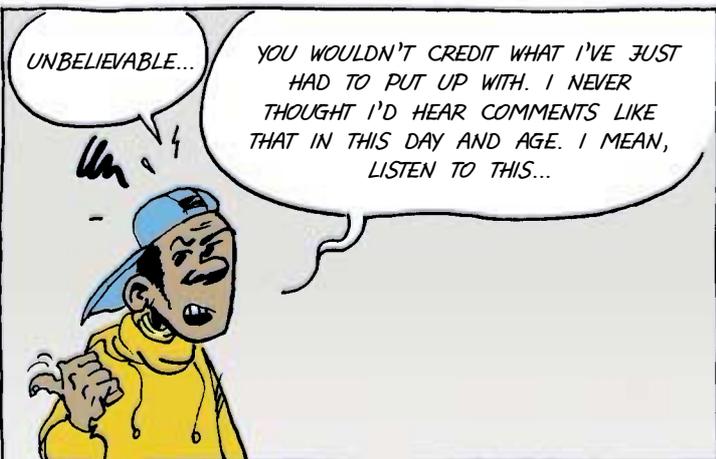
The European Union is determined to combat discrimination on grounds of sex, race, ethnic origin, religion or belief, disability, age or sexual orientation. This humorously written and informative pamphlet has been designed for teachers to use when addressing the subject of racism with young people.

# A WORLD OF DIFFERENCES

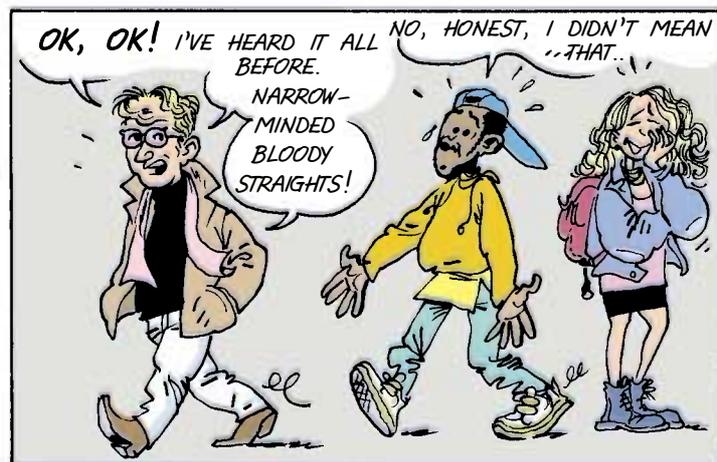
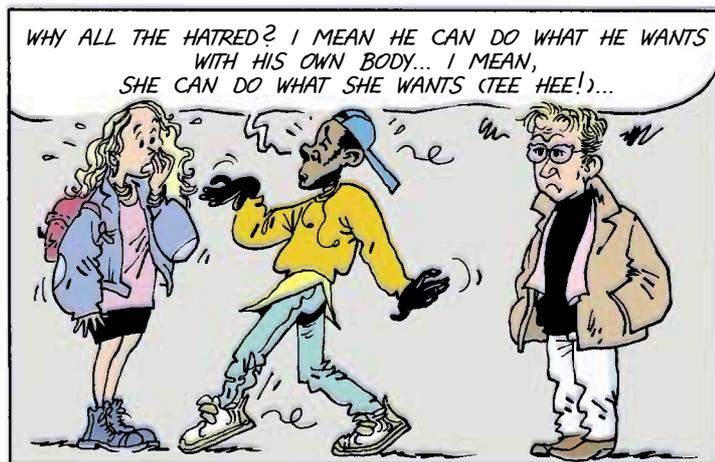
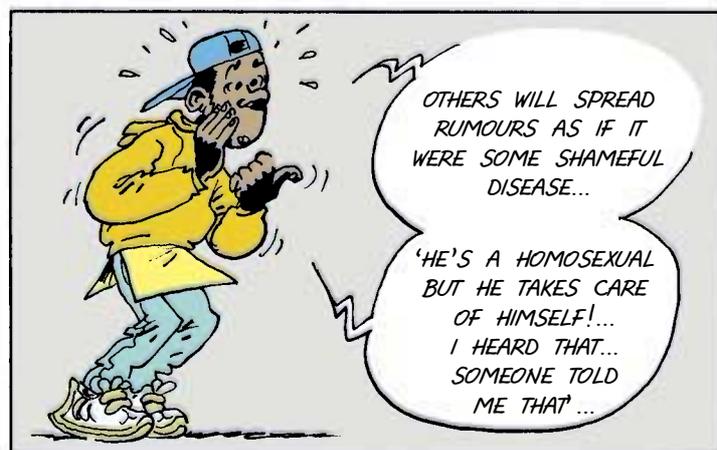
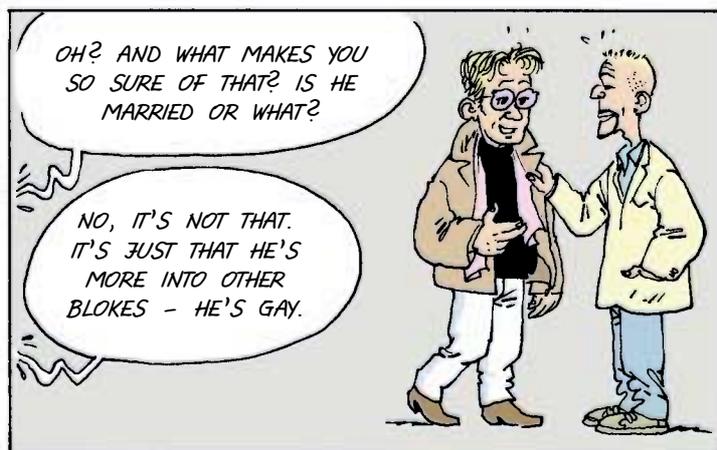


Sebastian Sauer

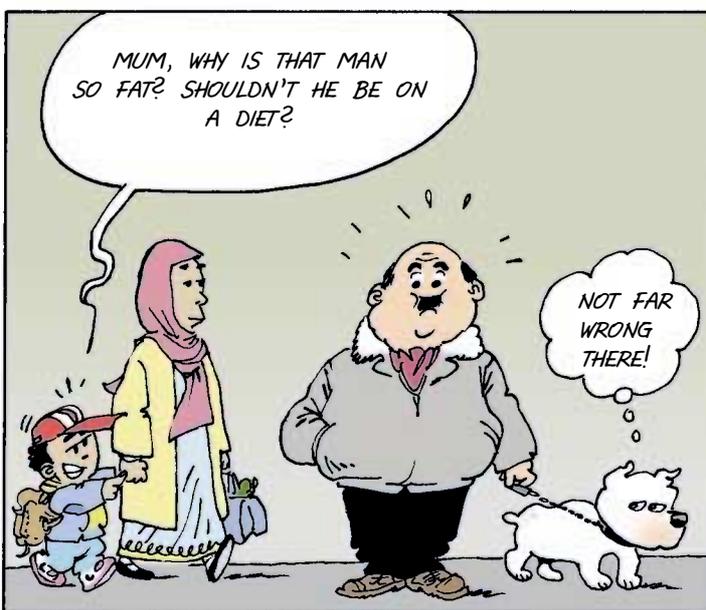
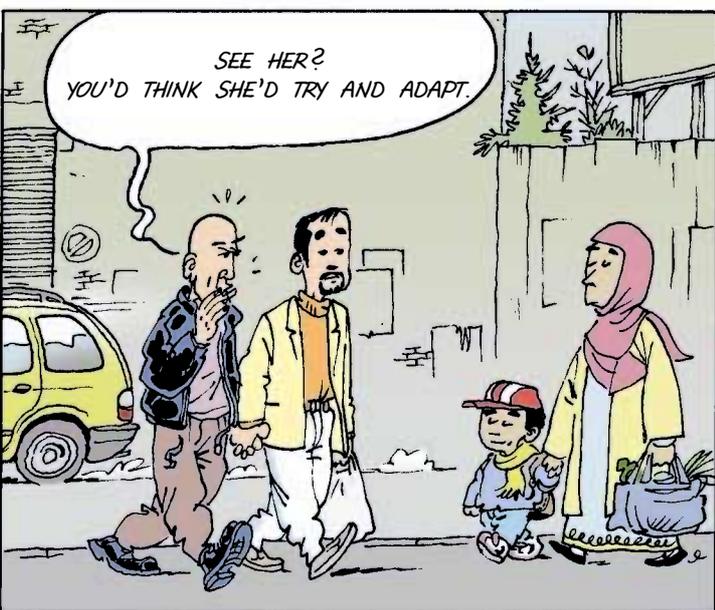
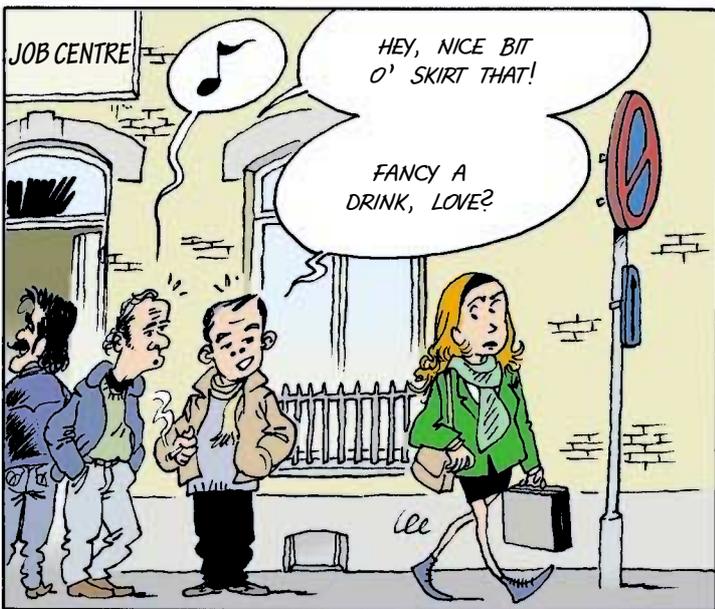
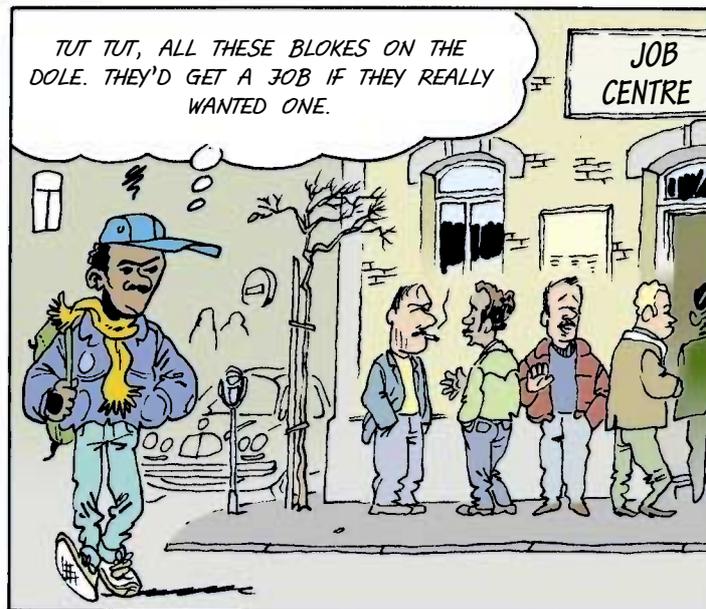
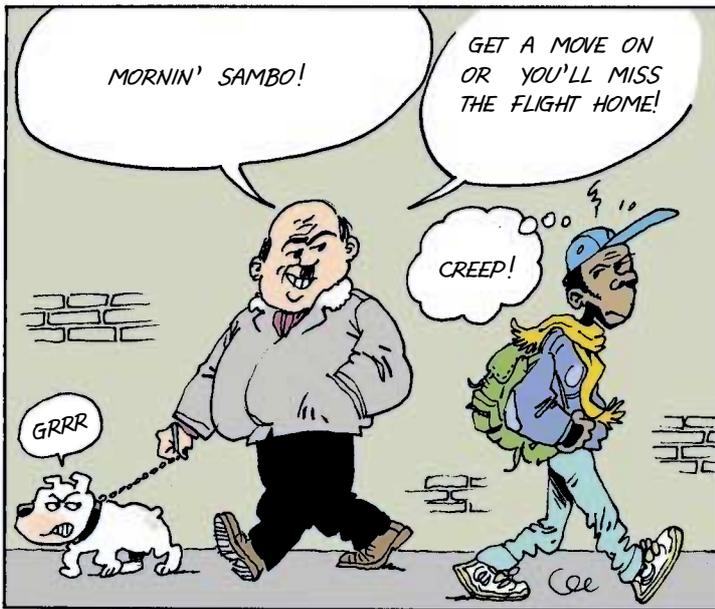
# FACE VALUE



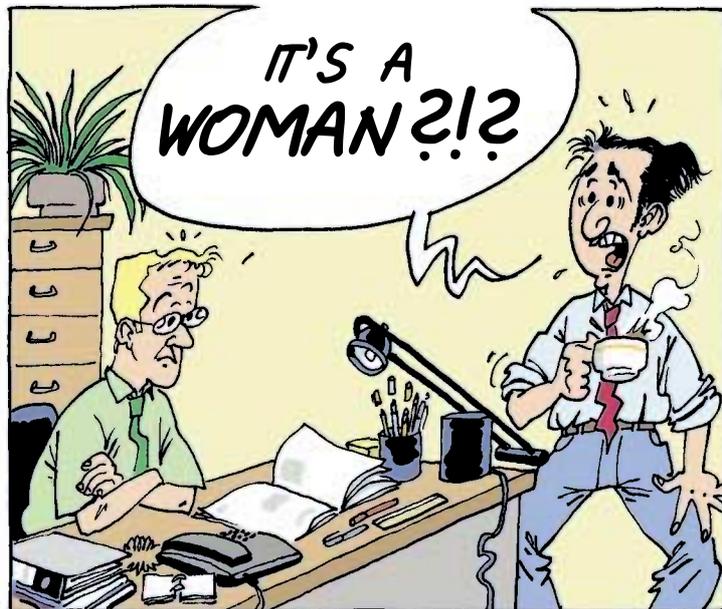
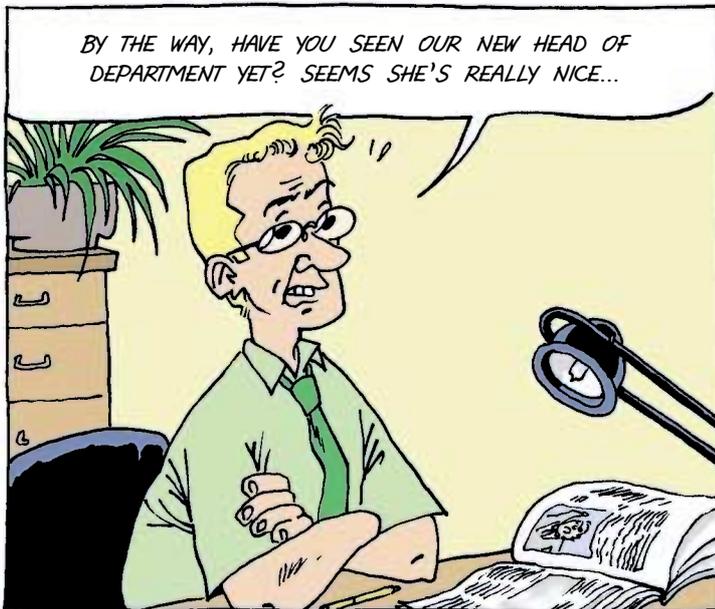
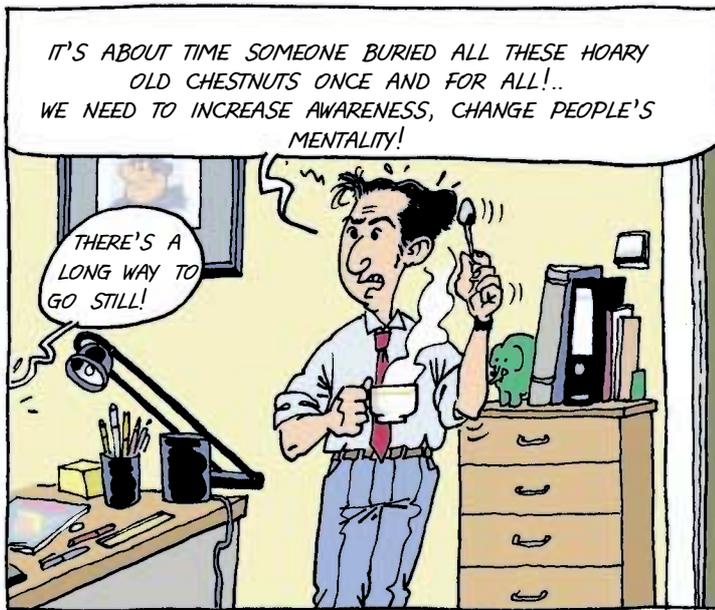
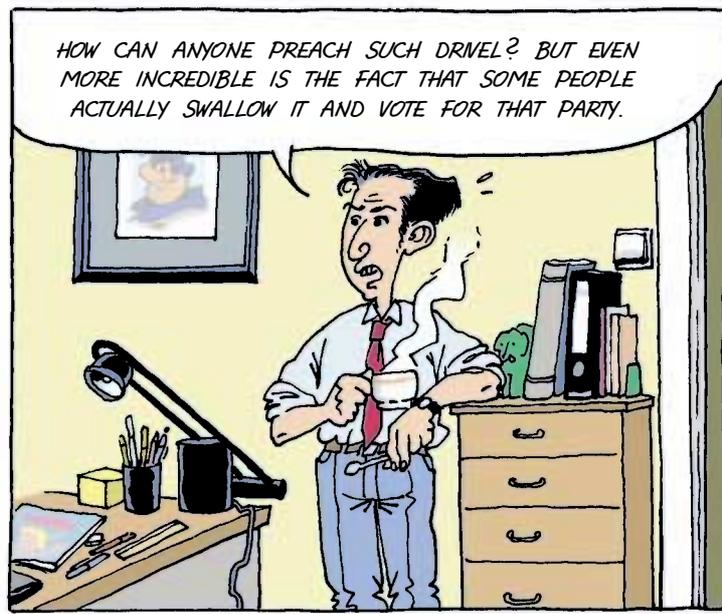
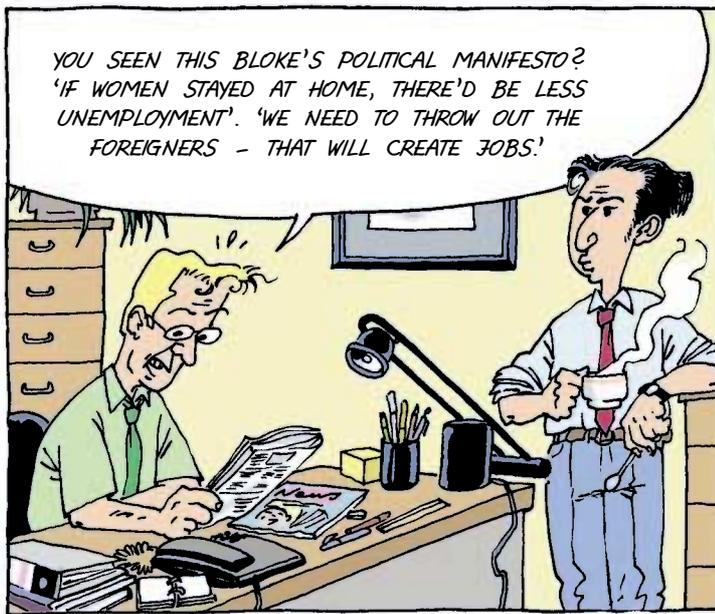
APPEARANCES



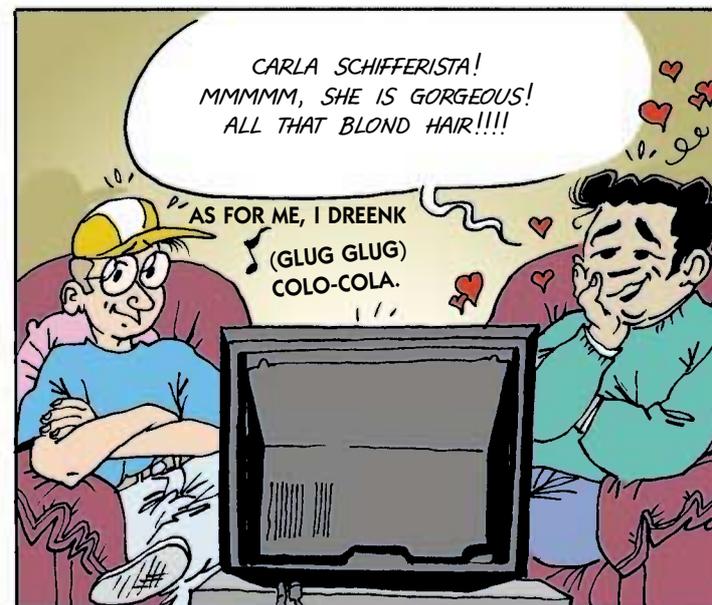
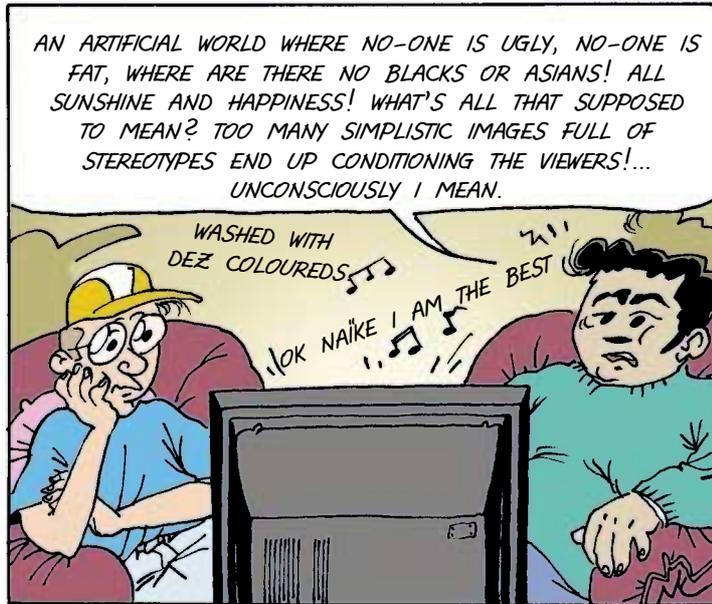
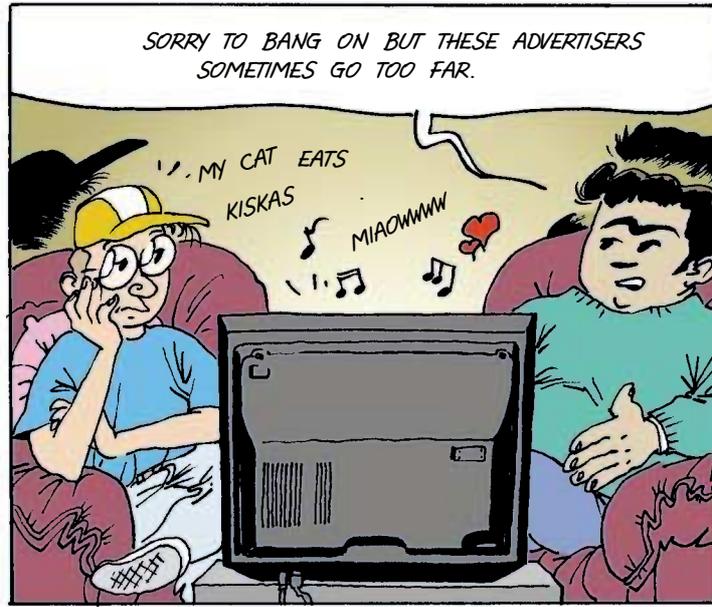
### CHAIN RACISM



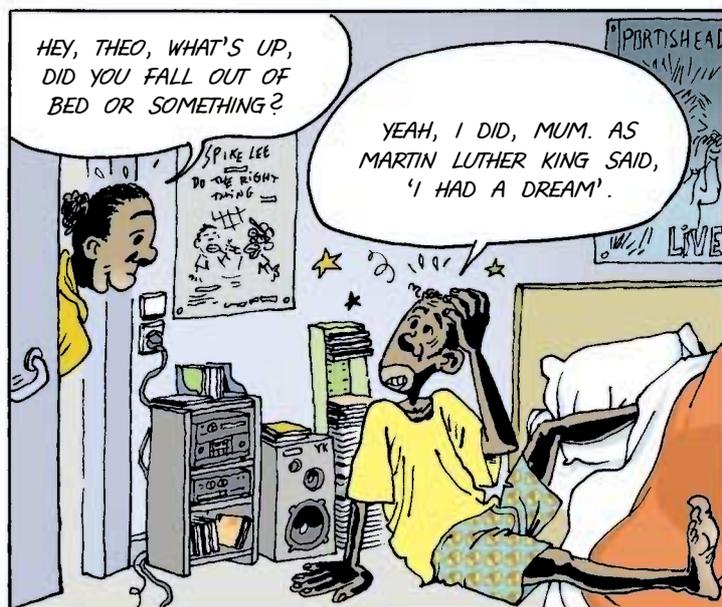
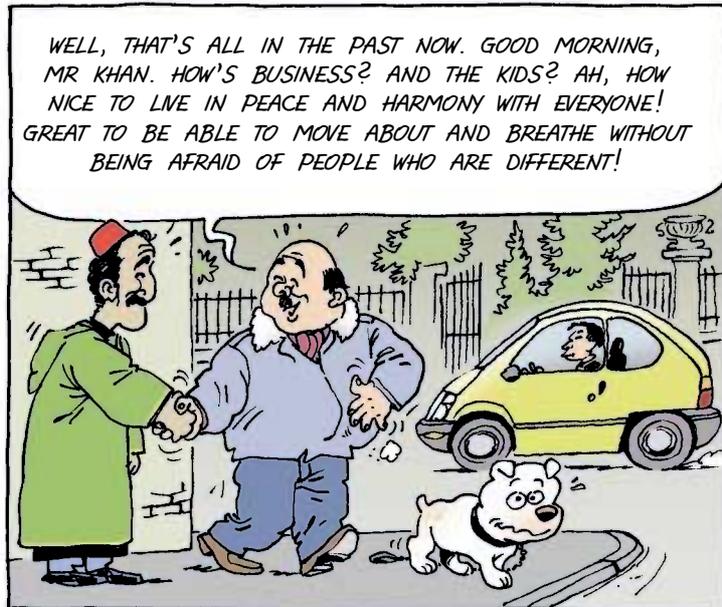
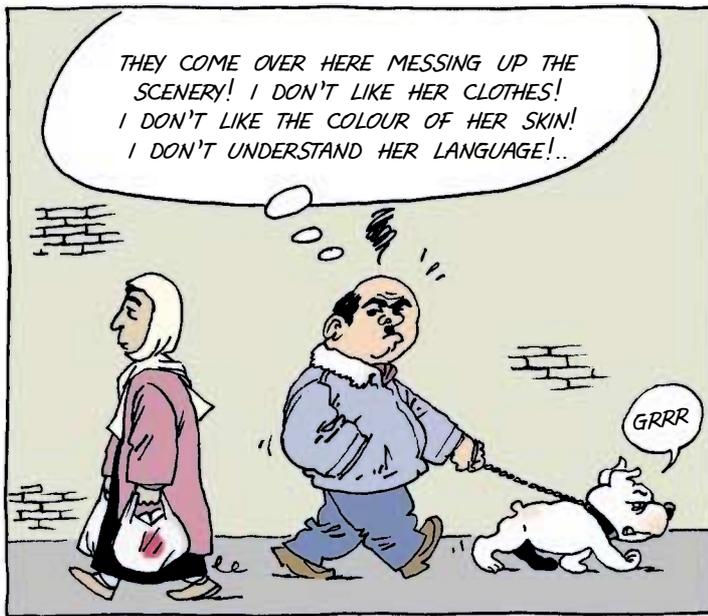
# HOARY OLD CHESTNUTS



# WHITER THAN WHITE



I HAD A DREAM



### IRRESPONSIBLE REMARKS

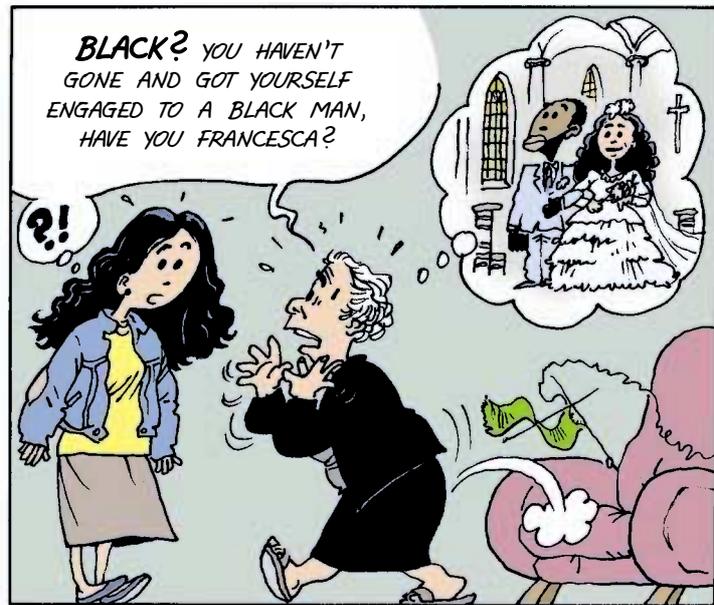


AREN'T THEY CUTE?  
THEY'RE JUST GORGEOUS  
AT THAT AGE!

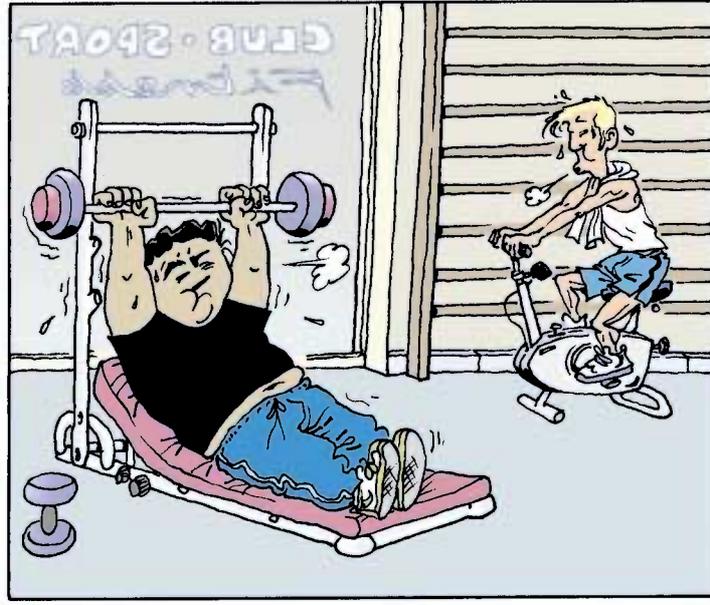
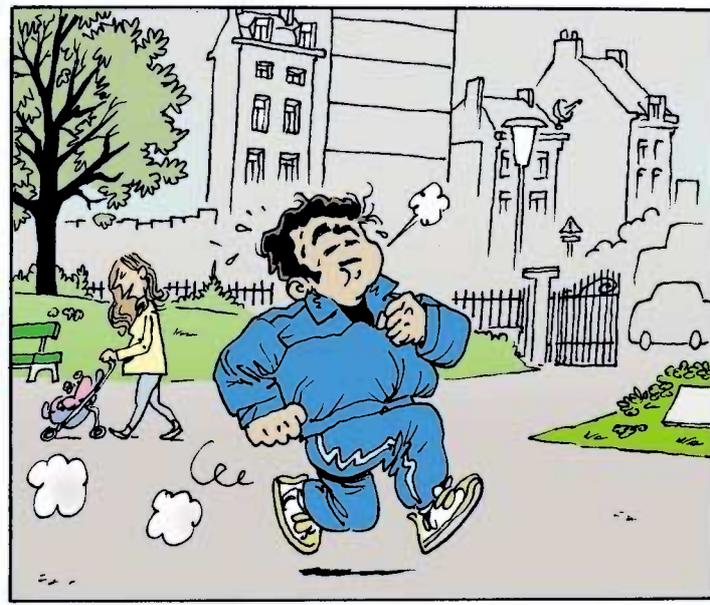
PITY THEY HAVE  
TO GROW UP!

Comic  
S. S. S. S. S.

THE FIANCÉ

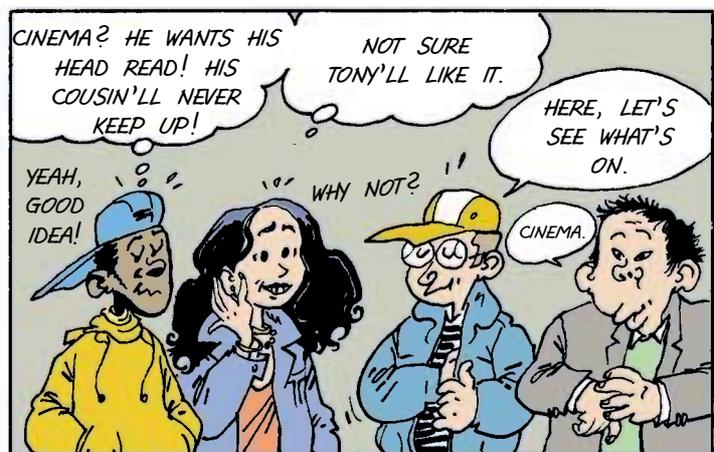


# GETTING IN TRIM



Benji's SAZMA

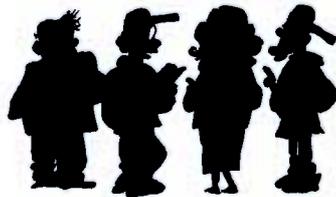
LIKE YOU OR ME



THERE'S ONE OF THOSE LOW-BUDGET BRITISH FILMS - A SIMPLE STORY ABOUT EVERYDAY LIFE...

OR WHAT ABOUT A BIG HOLLYWOOD ACTION FILM?

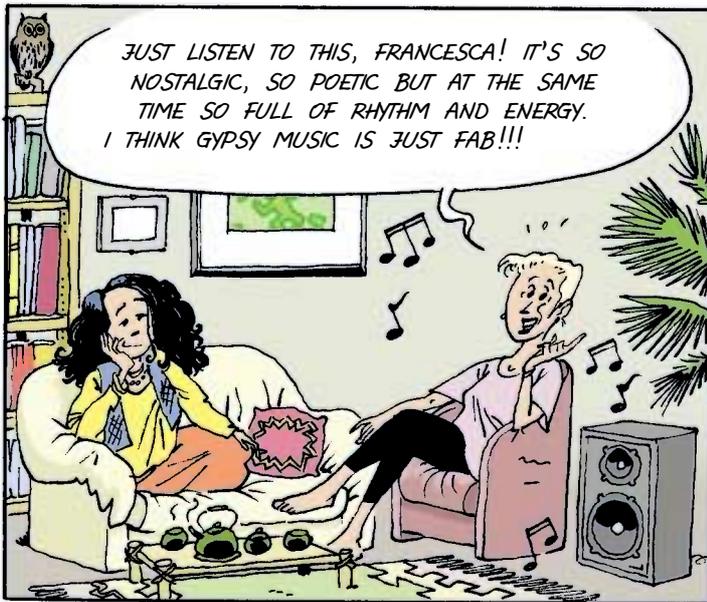
'DESTRUCTOR IV' FOR EXAMPLE



# PREJUDICES

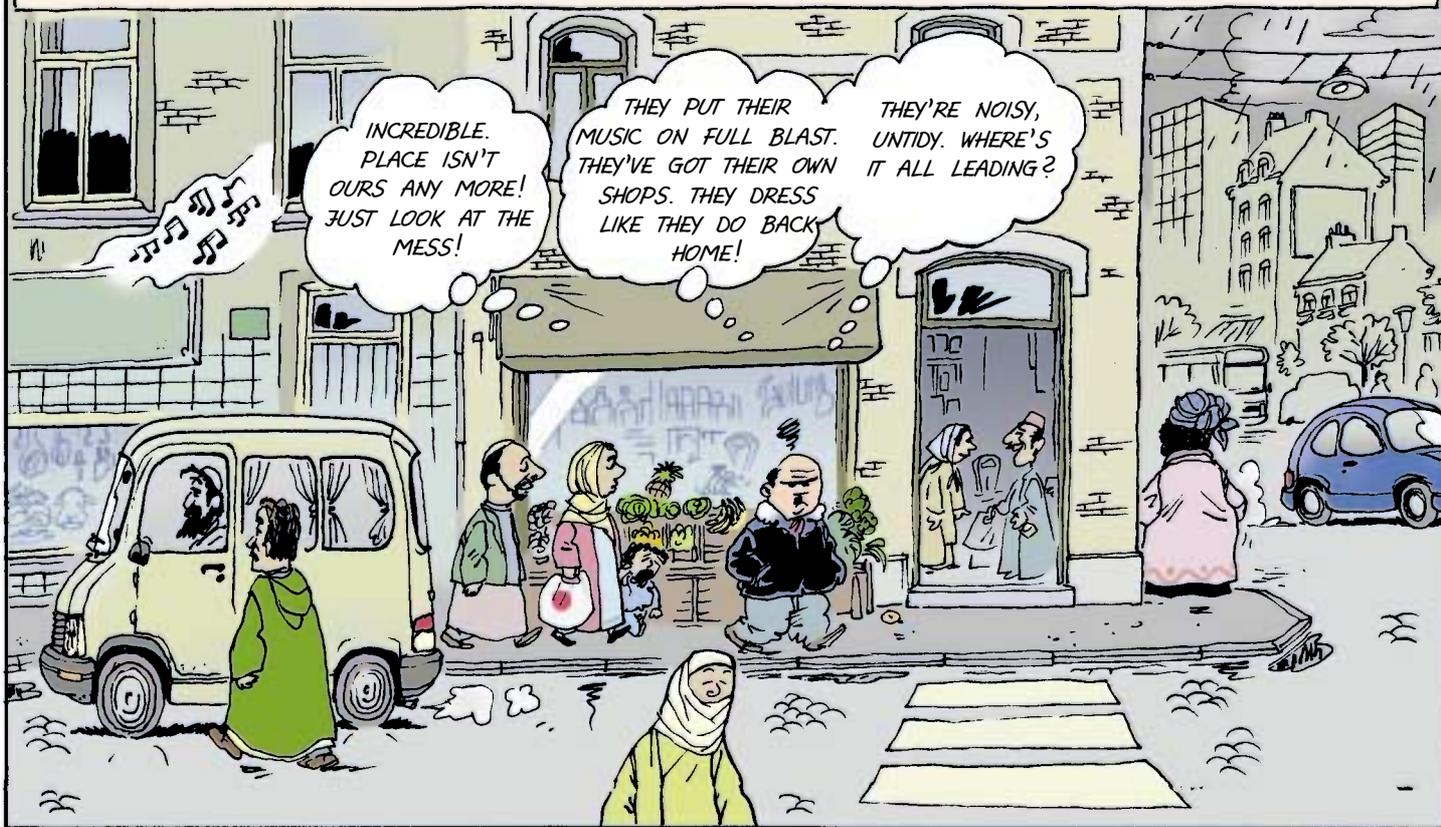


TRAVELLING FOLK

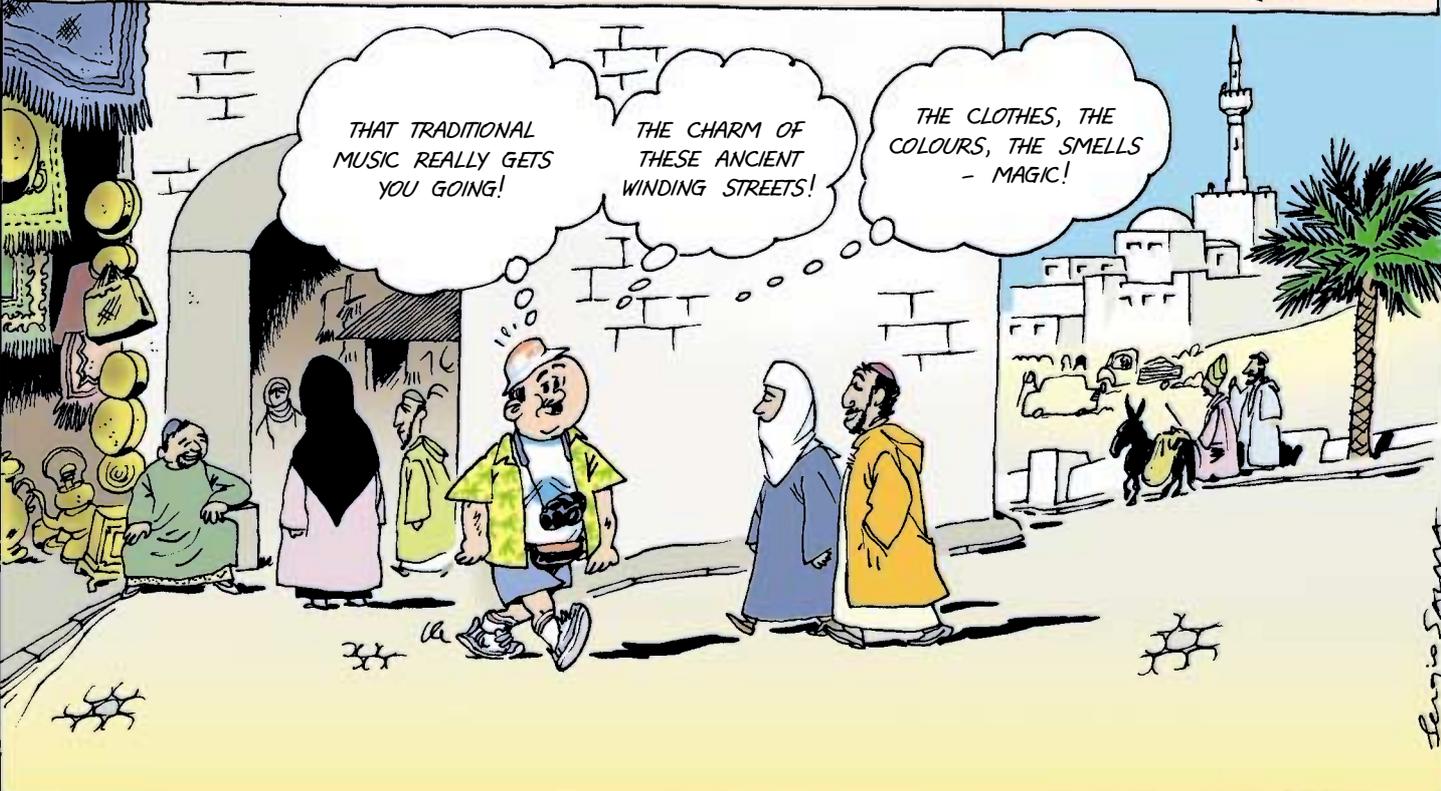


# BACKGROUND

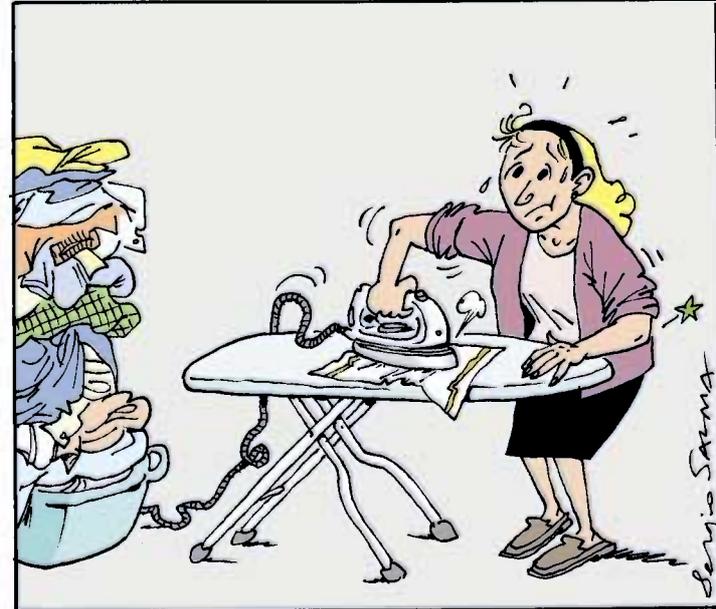
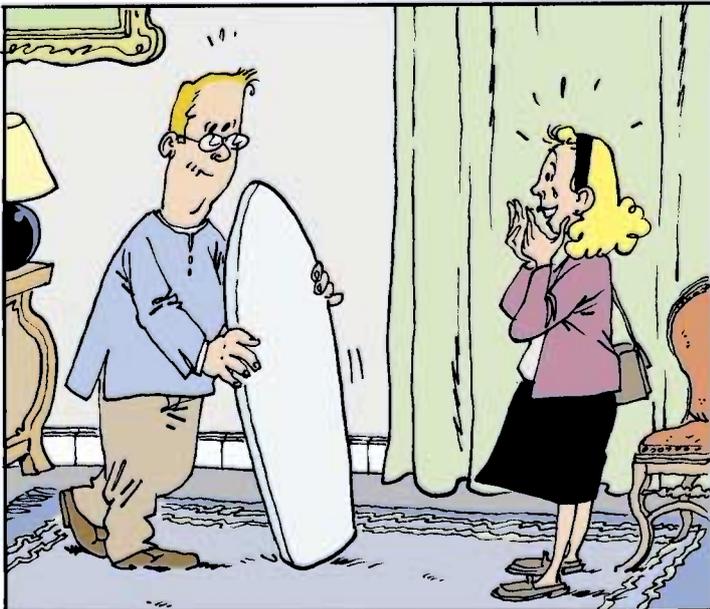
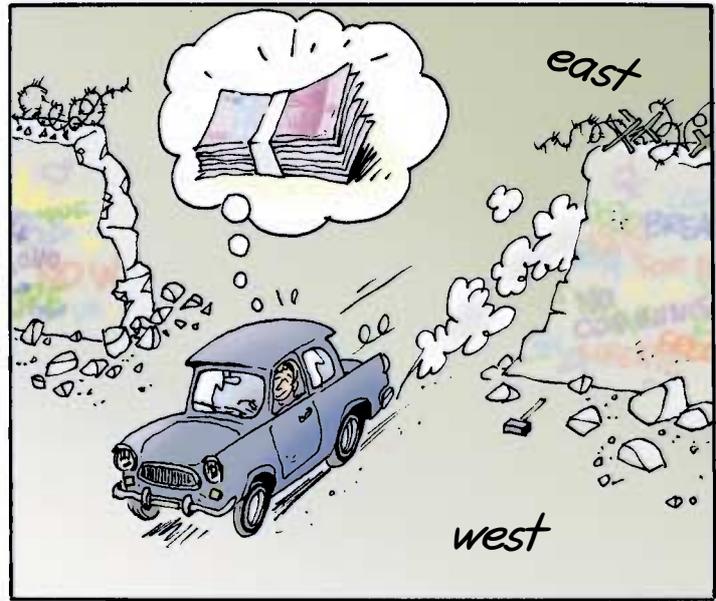
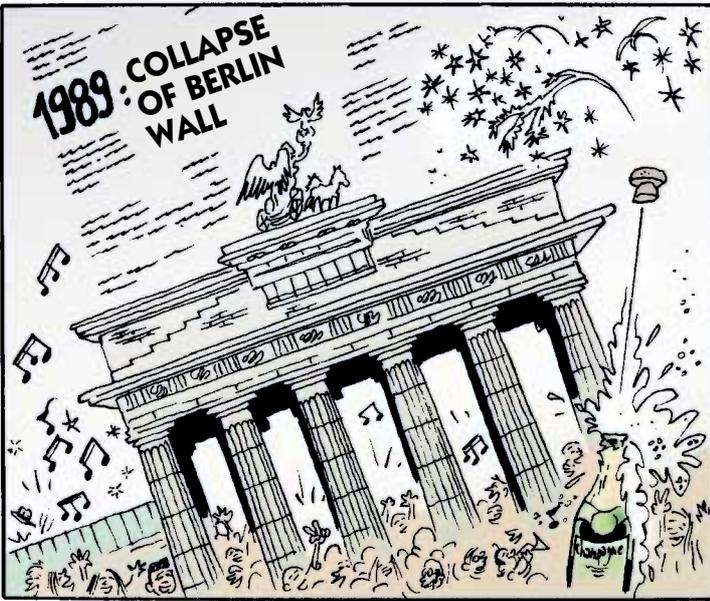
ON HIS LOCAL HIGH STREET, MR NIMBY CURSES AND SWEARS UNDER HIS BREATH AGAINST ALL THE PEOPLE HE RECKONS ARE RUINING THE LANDSCAPE. HE FEELS STRANGELY INTIMIDATED AND ON EDGE...



BUT WHEN MR NIMBY GOES ON HOLIDAY, HE SEES THINGS DIFFERENTLY. HE IS AT EASE, RELAXED. ALL THE THINGS THAT ANNOY HIM AT HOME SUDDENLY BECOME EXOTIC OR CHARMING.



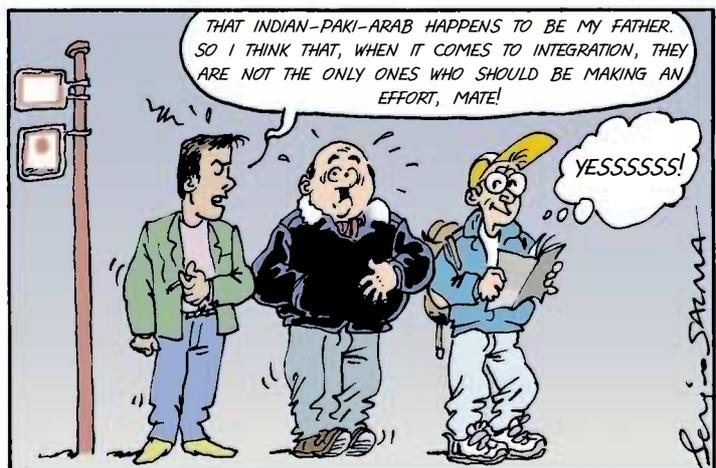
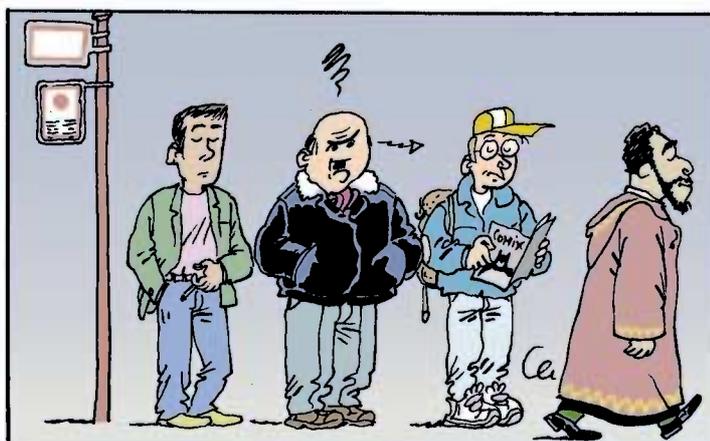
Benigno Sarrat



# THE LEAST YOU CAN DO

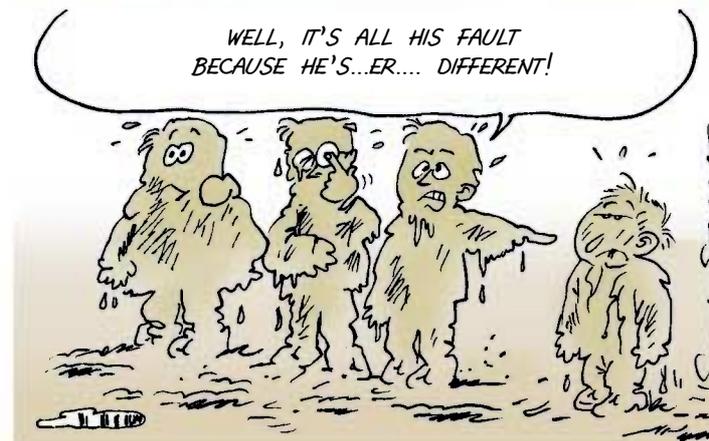
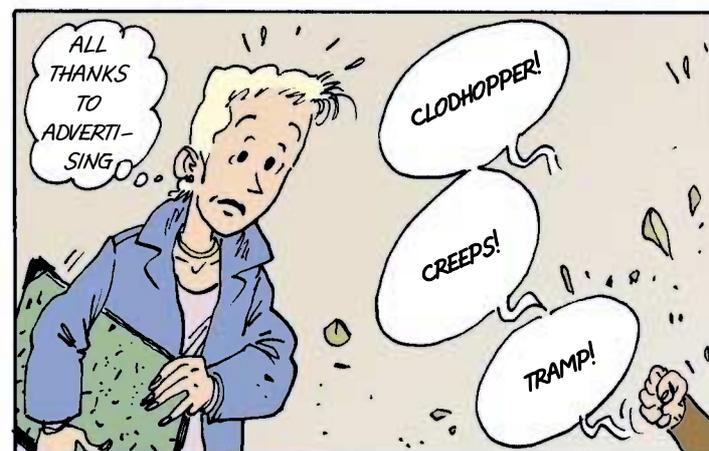
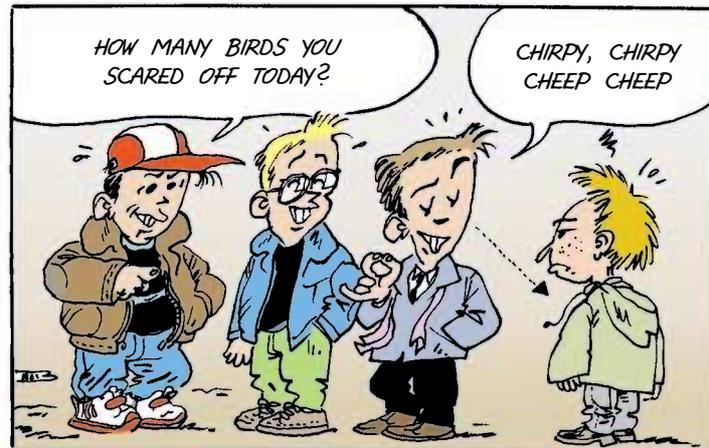
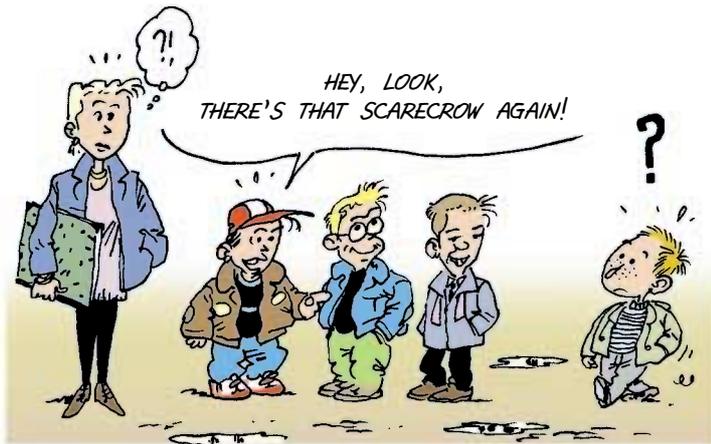


# STEREOTYPES



Sevino-Dama

### FINE FEATHERS MAKE FINE BIRDS?



# THE UGLY DUCKLING

IT'S ALL SO STUPID. LIFE COULD BE SO MUCH MORE PLEASANT IF ONLY PEOPLE WOULD MAKE THE EFFORT!

YOU DON'T HAVE TO TELL ME!



IF PEOPLE WOULD ONLY UNDERSTAND THAT A TOWN IS NECESSARILY A CROSSROADS WHERE DIFFERENT ETHNIC GROUPS, RELIGIONS, SOCIAL CLASSES ETC. MIX, THEY WOULDN'T HAVE ANY PROBLEMS WITH EACH OTHER!

DEAD RIGHT!



BY MARGINALISING SOME INDIVIDUALS, YOU CREATE GHETTOS GENERATING TENSION AND INEVITABLY TROUBLE!...WITHOUT BEING TOO IDEALISTIC, LET'S HOPE THAT ONE DAY, ALL TYPES OF DISCRIMINATION WILL COME TO AN END.

FOREIGNERS, THE HANDICAPPED, THE ELDERLY, THE UNEMPLOYED, RED-HAIRED PEOPLE, FAT PEOPLE, SICK PEOPLE, GYPSIES ETC. ETC. - THEY'RE ALL DISCRIMINATED AGAINST JUST BECAUSE THEY ARE DIFFERENT. BASICALLY, HUMAN BEINGS ARE REALLY STUPID...



BUT IT'S NOT ONLY HUMANS WHO SHUT EACH OTHER OUT. ANIMALS DO IT AS WELL! HAVE YOU SEEN 'THE UGLY DUCKLING'? IT'S A CARTOON FILM ABOUT A DUCKLING REJECTED BY THE OTHER DUCKS. ...WELL, IN THE END, I SUPPOSE THE BEST THING TO DO IS JUST TO LAUGH ABOUT IT.

SNIFF !? SNIFF



Benjamin Sauer

### THE FUTURE OF THE WORLD

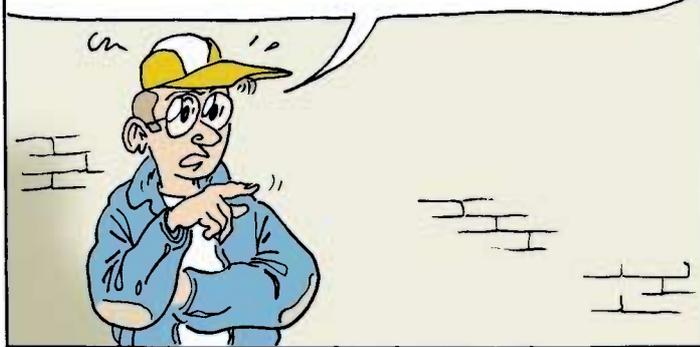
EVERYONE'S A LITTLE BIT RACIST - EVEN THOSE WHO WON'T ADMIT IT. BUT THERE'S NO POINT IN PRETENDING OTHERWISE.



NO, I CAN'T ACCEPT THAT. ON THE EVE OF THE 21ST CENTURY, RACISM IS AN ABERRATION, AN ANACHRONISM.... THE WORLD IS A MIXTURE!



RACIST? IT MEANS EVERYTHING AND NOTHING! I MEAN, WHY DO ADVERTS ALWAYS SHOW BLONDES CHOOSING THE RIGHT PRODUCT?



THE MEDIA CAN'T BE BLAMED ENOUGH FOR PROPAGATING FALSE IMAGES. WHY ARE THE ONLY REFERENCES TO FOREIGNERS IN THE NEWS MADE WHEN THERE IS TROUBLE? AS A RESULT, PEOPLE TEND AUTOMATICALLY TO THINK IN TERMS OF FOREIGNER = TROUBLE.



WHILE SOME PEOPLE DO TRY TO IMPROVE THINGS, OTHERS JUST FAN THE FLAMES BY SPREADING HATRED AND RACISM OF ALL SORTS, REGARDLESS OF THE LESSONS OF HISTORY.



POLITICAL TENDENCIES, SEXUAL PREFERENCES, RELIGIONS, LIFESTYLES, IT IS FREEDOM OF THE INDIVIDUAL AND FREE WILL THAT WE HAVE TO DEFEND. AS THE YOUNG PEOPLE OF TODAY, WE HAVE TO CHANGE THE WORLD!



WE'VE CERTAINLY GOT OUR WORK CUT OUT!





# COMBATING RACISM

A survey conducted across the European Union in the spring of 1997 shows racism and xenophobia to be reaching disturbing levels of intensity in the Member States: around 33% of those interviewed stated openly that they were 'fairly racist' or 'very racist'.

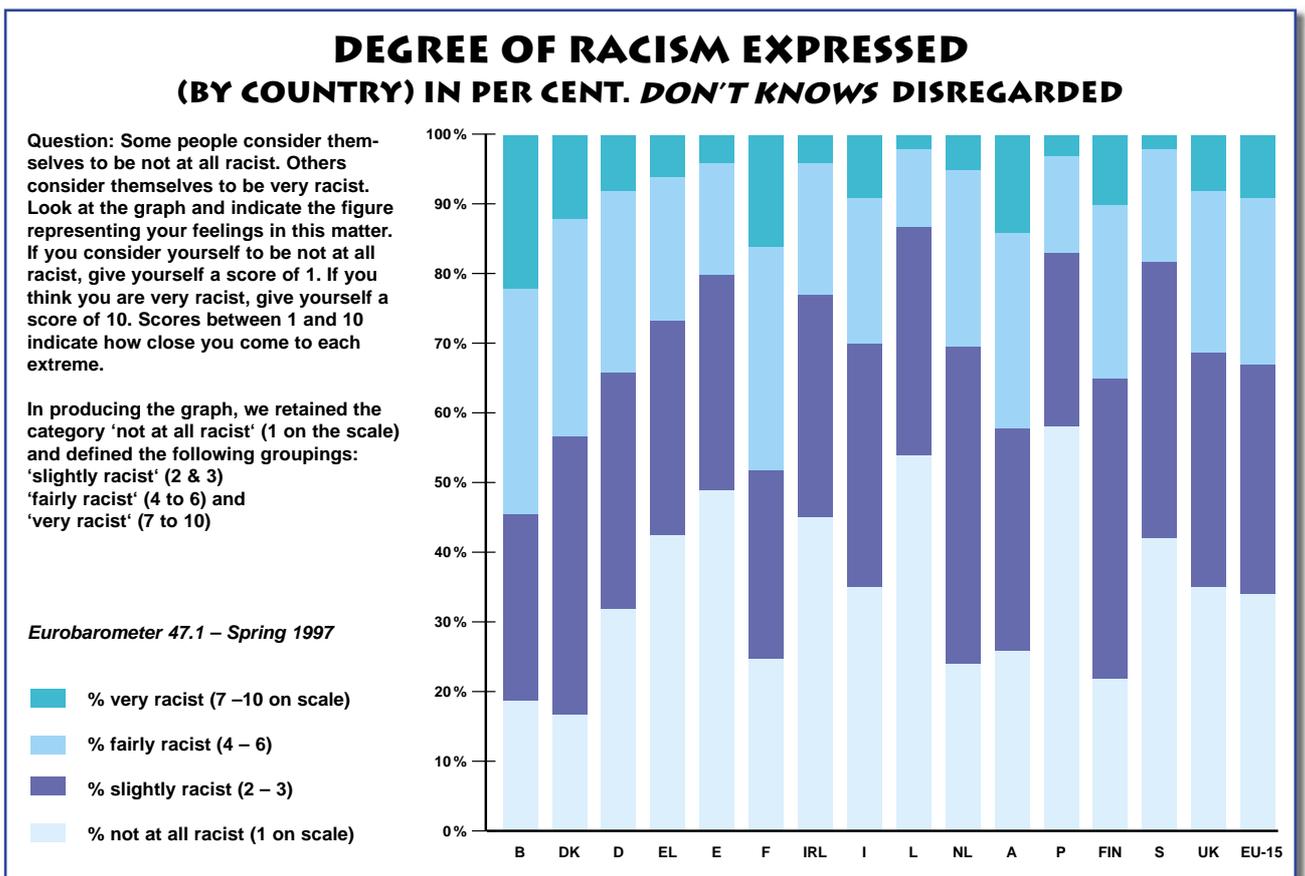
Those who say they are racist are more dissatisfied than others with their personal situation. They are afraid of unemployment, fear for the future and have no faith in their country's institutions and politicians. More of them also agree with the negative stereotypes applied to immigrants and minorities.

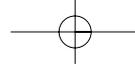
Many people who say they are racists are actually xenophobes: the 'minorities' who are the object of racist feelings in each country vary according to the colonial and migratory history of the country concerned and the numbers of refugees who have arrived in recent times. The results of the survey demonstrate the complexity of the racist phenom-

enon. Racist feelings coexist alongside a strong belief in the democratic system and respect for fundamental rights and freedoms. Most of those interviewed consider that society should be all-embracing and accord equal rights to all its members, including immigrants and those belonging to minority groups.

Opinion is more divided as to whether all members of minorities should enjoy these rights in all circumstances. Many believe that the rights of those considered to belong to 'problem groups', (i.e. illegal immigrants in the European Union, those who have committed criminal offences and those who are unemployed) should be restricted.

Those interviewed consider that the European institutions should play a greater part in combating racism.





# ACTION TAKEN BY THE EUROPEAN UNION

## 1977

Joint Declaration on Fundamental Rights is signed by the European Parliament, the Council and the Commission

## 1986

The European Parliament adopts the first report of its Committee of Inquiry into the rise of fascism and racism in Europe.

The Council, European Parliament and Commission adopt a joint declaration against racism and xenophobia.

## 1989

The Community Charter of the Fundamental Social Rights of Workers mentions the importance of combating every form of discrimination, including discrimination on the grounds of sex, colour, race, opinion and beliefs.

## 1990

The European Council adopts a resolution at the Dublin Summit on the struggle against racism and xenophobia.

The European Parliament adopts the second report of its Committee of Inquiry calling for increased action at European level.

## 1991

The European Council adopts a resolution at the Maastricht Summit promising to act 'clearly and unambiguously' to counter the growth of racism and xenophobia.

## 1992

The Economic and Social Committee adopts a resolution on racism, xenophobia and religious intolerance.

At the Edinburgh Summit, the European Council adopts a third resolution against racism calling for 'vigorous and effective measures to be taken throughout Europe to control this phenomenon both through education and legislation'.

## 1993

Several European Parliament resolutions are adopted on racism and xenophobia and the danger of right-wing extremist violence.

The European Council adopts a fourth declaration at the Copenhagen Summit condemning racism and xenophobia. It states that it has 'decided to intensify the efforts to identify and root out the causes' of racism and pledges 'to do the utmost to protect immigrants, refugees and others against expressions and manifestations of racism and intolerance'.

## 1994

At the Corfu Summit, acting on a Franco-German initiative, the European Council decides to set up a Consultative Committee on racism and xenophobia to make practical recommendations favouring 'tolerance and understanding'. It agrees to develop a global strategy at Union level to combat racism. Also in 1994, at the Essen Summit, the European Council asks the Commission 'to step up its discussions' in particular in the areas of education and training, information, the media, police and the judiciary.

In its White Paper on Social Policy, the European Commission announces its intention to 'press for specific powers to combat racial discrimination to be included in the Treaty'.

A European Commission Communication on immigration and asylum policies devotes the last chapter to combating racial discrimination and to tackling racism and xenophobia.

A European Parliament resolution on racism and xenophobia calls for an EU directive to reinforce existing provisions in the Member States' legislation.

## 1995

The Consultative Committee presents its final report, containing wide-ranging recommendations for action to the European Council meeting in Cannes. The European Council asks the Consultative Commission to extend its work, in cooperation with the Council of Europe, to study the feasibility of setting up a European monitoring centre on racism and xenophobia.

Two European Parliament resolutions on racism, xenophobia and anti-Semitism press for safeguards to equal employment opportunities, irrespective of age, race, sex, disability or beliefs.

The Social Affairs Council and the Education Council adopt resolutions on combating racism in work and in educational systems.

The European Commission proposes a Council Decision to designate 1997 as the European Year Against Racism. The Commission indicates the specific role it could play in complementing national action. The key areas identified are: promoting integration and opening pathways to inclusion, promoting equal opportunities and reducing discrimination; raising public awareness and combating prejudice; preventing racist behaviour and violence; monitoring and punishing racist crime; international cooperation; strengthening anti-racist legal provisions including at European level.

The Social Dialogue Summit of employer and trade union representatives adopts a joint declaration on the prevention of racial discrimination and xenophobia and the promotion of equal treatment at the workplace.

## 1996

The European Parliament, Economic and Social Committee and Committee of the Regions give backing to the 1997 European Year Against Racism proposal.

The Consultative Committee completes the feasibility study. The European Council asks this Committee to continue its work until the Monitoring Centre is established and gives the go-ahead to the European Year.

## 1997

Member States and the European Parliament agree to set up a monitoring centre in Vienna. It will have a dual role: to take stock of and evaluate racist and xenophobic phenomena and analyse their causes and to formulate concrete and practical proposals to combat them.

The Heads of State or Government incorporate protection of human rights and basic freedoms into the new Treaty on European Union concluded at the Amsterdam Summit.

## 1998

The European Commission presents an overall action plan for combating racism.



# THE TREATY OF AMSTERDAM AND THE INTERNATIONAL CONVENTIONS

## The Treaty of Amsterdam Chapter 1

### *General principles underlying the Union*

The Union is founded on the principles of liberty, democracy, respect for human rights and fundamental freedoms and the rule of law, principles which are common to the Member States.

The Union shall respect fundamental rights, as guaranteed by the European Convention for the Protection of Human Rights and Fundamental Freedoms signed in Rome on 4 November 1950 and as they result from the constitutional traditions common to the Member States, as general principles of Community law.

The Union shall respect the national identities of its Member States.

'The Union shall provide itself with the means necessary to attain its objectives and carry through its policies.'

### *Non-discrimination Article 6a*

'Without prejudice to the other provisions of this Treaty and within the limits of the powers conferred by it upon the Community, the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to

combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.'

### *European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950 Article 14*

'The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.'

### *United Nations International Convention on the Elimination of All Forms of Racial Discrimination, 1965 Article 1*

In this Convention, the term 'racial discrimination' shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

## WHY SHOULD WE TAKE ACTION AT EUROPEAN LEVEL?

### **European identity**

The struggle against racism is an inseparable part of the European identity. The need to build the foundations for a wider and deeper sense of community between peoples who had too often opposed each other in violent conflict was an integral part of the ideals that inspired the founders of the Community.

### **Democracy**

The European Union must be built on a society which values difference, by representing the needs and reflecting the interests and values of all its citizens, irrespective of their ethnic, religious, national or cultural identity. This

is essential for democratic development and the legitimacy of existing governments and their institutions.

No Member State is spared this problem and no social or cultural group can be certain never to become the victim<sup>(1)</sup>.

### **Respect for human rights**

The respect for human rights and basic freedoms set out in the Treaty, and the right to equal treatment and freedom from discrimination are core principles underlying all Community policies.

<sup>(1)</sup> *Communication from the Commission on racism, xenophobia and anti-Semitism, COM (95) 653 final.*

### **Economic and social rights and development**

Racism and xenophobia constitute a serious threat, not only to the stability of European society, but also to the smooth functioning of the economy<sup>(1)</sup>.

European economies are not using their diverse workforce to its full potential<sup>(1)</sup>.

Discrimination interferes with the free movement of people and services by preventing those who suffer from discrimination from obtaining jobs, housing or the services they seek<sup>(2)</sup>.

Variations in national levels of protection against racism will discourage people likely to suffer from racism from moving within the European Union to Member States where protection is insufficient<sup>(2)</sup>.

Full social, economic and political participation by all citizens is integral to European development. But racism both excludes and, at the same time, feeds on exclusion. When people feel threatened or pushed aside in a divided society, they will want to push others aside.

The fight against racism and xenophobia is closely linked to the general employment situation and to migration and integration policies such as access to education and accommodation<sup>(1)</sup>.

<sup>(1)</sup> *Joint declaration by the social partners on the prevention of racial discrimination and xenophobia and promotion of equal treatment at the workplace.*

<sup>(2)</sup> *1997 European Year Against Racism, opening conference report.*

# **EUROPE AGAINST RACISM**

Whereas racism, xenophobia and anti-Semitism are opposed to fundamental rights, as referred to in Community law, recognised in international declarations/instruments and endorsed in constitutional traditions,

Whereas there is a continuing presence of racism, xenophobia and anti-Semitism throughout Europe, which poses a major challenge for our societies and which calls for the mobilisation of all partners in counteracting these phenomena,

Whereas the Council and the Member States have recognised this challenge in designating 1997 as the European Year Against Racism,

We, the undersigned, affirm:

- the fundamental right of everyone to live free of discrimination or harassment on the basis of race, colour, religion or national or ethnic origin;
- the necessity to build partnerships in order to join forces in the struggle against racism, xenophobia and anti-Semitism.

We, the undersigned, commit ourselves:

- to strengthen our action to fight racism, xenophobia and anti-Semitism in all areas of life, thereby making use of all resources and instruments available;
- to cooperate to this end with all relevant partners;
- to initiate, stimulate and promote the dissemination of good practice and experience;
- to further relevant measures, including European and national codes of conduct.

We, the undersigned, intend:

- to actively take part in the European Year Against Racism;
- to actively take part in the process of European mobilisation launched through the European Year Against Racism.

We call upon all European institutions, public authorities, private organisations and individuals at both European, national and local level, to contribute in everyday life, at school, at the workplace and in the media, to the struggle against racism, xenophobia and anti-Semitism.

### **Wim Kok**

Prime Minister of the Netherlands  
President in office of the Council

### **José María Gil-Robles Gil-Delgado**

President of the European Parliament

### **Jacques Santer**

President of the European Commission

# BUILDING BRIDGES BETWEEN CULTURES

One of the greatest challenges for European societies today is how they will develop to embrace the increasing mix of cultural groups. Policies have evolved using concepts, values and models considered to be the norm under the dominant culture of society. The result is an emphasis on similarities and homogeneity reinforcing a feeling of exclusion of those who do not fit into this definition.

Culture is defined here in its widest sense, that is going beyond ethnic or national definitions to include factors such as gender, education, social background and religion.

Culture can be defined following Hofstede<sup>(1)</sup> as 'the collective programming of the mind which distinguishes the members of one group or society from those of another.'

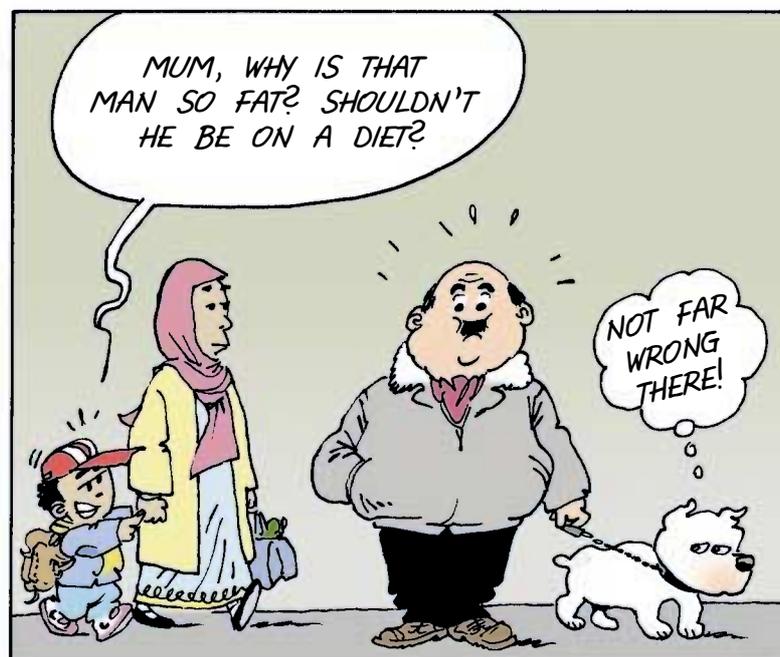
This programming starts at birth and continues right into adulthood. It takes place in the family, at school and at work. The common values, beliefs and attitudes which make up a group's culture are learned at an early age

and work at a conscious and unconscious level. They are shaped through power structures, institutions and social practices. It is these processes which differentiate a group and render it specific. They give an individual an identity, a sense of belonging and a point of reference.

People who are similar by virtue of belonging to the same group trust each other more easily. The greater the difference, the greater the distrust and the harder it is to find common ground. This applies in both private and professional life.

Combating racism requires self-examination. Racism today has moved on from blatant and overt action to more subtle and hidden manifestations based on the non-acceptance of difference. It involves a hidden system of exclusion dividing those who are and those who are not perceived to be part of a group.

<sup>(1)</sup> Hofstede, G., *Culture's consequences*, Sage Publications, London, 1980.



# STEPS IN INTERCULTURAL COMMUNICATION

## ● STEP 1

a state of ignoring differences, represented by attitudes such as 'our way is best'.

## ● STEP 2

a state of awareness of differences gained through intercultural contact, communication and observation – 'other people have different ways of doing things from us'.

## ● STEP 3

a state of tolerance, respecting 'they are different from us' but without attaching a value judgement.

## ● STEP 4

a state of accepting, valuing and using differences positively – 'let's work together in a mutually beneficial manner'.

## A LOOK AT DEFINITIONS AND CONCEPTS

'**Europe** is a multi-cultural and multi-national society and is enriched by this diversity. But the continuing presence of racism within our societies cannot be ignored. Racism affects everyone. It eats away our communities, creating insecurity and fear.'

*Pádraig Flynn, European Commissioner*

'**Creativity** can only take place where there is a difference.'

*Yehudi Menuhin, violinist and human rights defender*

'**Racism**... begins by being the promotion of a difference, real or imaginary, to always justifying an aggression. An aggression which is founded upon a failure to understand the other, the inability to accept difference and to engage in dialogue.'

*Mario Soares, former President of Portugal*

'**Prejudice**: unfavourable, negative feelings about somebody or a group of people, formed without knowledge, reason or fact.

**Power**: the ability to put things into action, to have authority and control.

**Difference between racism and prejudice**: while pre-

judice can mean dismissing people even before you know anything about them, you may not have the power to influence their lives negatively. Racism, however, is bound up with the way a whole society works and involves having the power to put coloured prejudices into action. The majority of a society have the power over the minority and can intentionally or unintentionally exercise racism. Thus, racism involves having the power to discriminate against and disadvantage people because they are different.'

*British Youth Council*

'**Racism** is the belief that some people are superior because they belong to a particular race. Racists define a race as a group of people with common ancestry. They distinguish different races from one another by physical characteristics, such as skin colour and hair texture. In fact, there are no clear differences, and especially no significant differences that matter. Recent research shows that race is an imagined entity. 'Race' has no biological basis. The word 'racism' is also used to describe abusive or aggressive behaviour towards members of an 'inferior race'. Racism takes different forms in different countries,

according to history, culture and other social factors. A relatively new form of racism sometimes called "ethnic or cultural differentiation" says that all races or cultures are equal but they should not mix together to keep their originality. There is no scientific proof of the existence of different races. Biology has only determined one race: the human race.'

'**Intolerance** is a lack of respect for practices or beliefs of others. This is shown when someone is not willing to let other people act in a different way or hold different opinions. Intolerance can mean that people are not treated fairly because of their religious beliefs, their sexuality, or even their clothes and hairstyle. Intolerance does not accept difference. It lies at the basis of racism, anti-Semitism, xenophobia and discrimination in general. It can often lead to violence.'

'**Equality** is the state of being equal. It means that no person counts more than another, whatever his or her parents are, whatever his or her social position is. Of course, people are not identical to one another in their interests, abilities, and lifestyles. So equality for people is about having the same rights and the same chances. People must have equal opportunities to succeed in education or work, depending on their own efforts. Equality will only be a reality when people have the same access to housing, social security, civil rights and citizenship.'

**Interculturalism** 'is the belief that we become richer persons by knowing and experiencing other cultures, that we add to our personality because of encounters with other cultures. Different people should be able to live together, although they have different cultural backgrounds. Interculturalism is about accepting and respecting differences. People that believe in interculturalism believe they can learn and profit from meeting other cultures.'

*UNITED for intercultural action*

'There are a number of different steps down the path to active discrimination, violence and even ethnic cleansing and genocide.

**CATEGORISATION**... making generalisations and putting our experiences into categories makes it easier to deal with the world around us. We distinguish and divide people and groups into pigeonholes ...

**STEREOTYPING**... when we pigeonhole people, it's tempting to use stereotypes... Stereotypes are judgements based on insufficient facts. Both positive and negative stereotypes exist... but if we create a negative stereotype and then exaggerate it, it becomes dangerous and it can lead to...

**PREJUDICE**... is formed by ideas based on a cocktail of emotion and insufficient facts. A prejudice is often formed without any basis of truth and yet is accepted unquestioningly. Often there is a contrast between us and them. Prejudices can lead to hostile behaviour towards the group in question. So out of a prejudice can come the following reactions:

**AVOIDANCE**... avoiding the group, not talking to them, not wanting to meet them

**VERBAL ABUSE**... speaking negatively of the group and to the group

**DISCRIMINATION**... whereas prejudice is an attitude, discrimination is the behaviour of holding the group in low estimation, treating them badly, rewarding them less than others, boycotting and excluding them

**VIOLENT ABUSE**... by taunting, pestering, threatening, harassing or damaging the group's personal belongings

**ELIMINATION**... by isolating, banning, killing, lynching, genocide and ethnic cleansing'

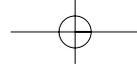
*CSV Media (UK), Towards Equality, a manual for youth groups working on anti-discriminatory media initiatives*

'Immigration is a constant thread running through the fabric of human history, creating and enriching cultures rather than threatening them.'

*Russell King, University of Sussex, 1991*

'We are at an important crossroads now, facing perhaps one of the bitterest battles we have ever fought. Fundamentalist beliefs of all sort are taking hold around the world... Racism is a human invention, a relatively modern one and I don't think it is inevitable.'

*Professor Patricia Williams, 49th Reith Lecturer, 1997*



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A compendium published by the European Commission contains the complete text of most of these measures. Entitled *The European Institutions in the fight against racism: Selected texts*, it can be obtained free of charge from the European Commission Representations in each Member State or from the European Commission, Directorate-General V : Employment, Industrial Relations and Social Affairs – Documentation.

Fax: (32-2) 296 23 93

Catalogue number: CE-01-96-438-EN-C

ISBN number: 92-827-9841-0.

**Declaration by the Council and the representatives of the Governments of the Member States, meeting within the Council of 16 December 1997 on respecting diversity and combating racism and xenophobia**

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Official Journal No C 368, 5.12.1997

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ISBN number: 92-828-1338-X

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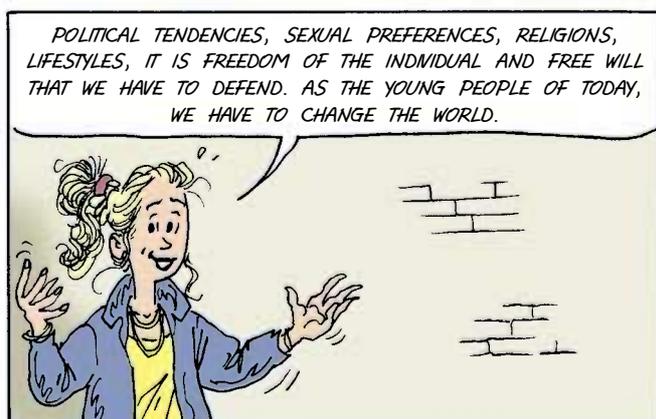
**European compendium of good practice for the prevention of racism at the workplace**

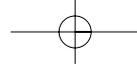
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**An action plan against racism**

COM (1998) 183 final of 25 March 1998





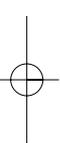
European Commission

**What? Me? A racist?**

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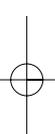
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***The European Union is determined to combat discrimination on grounds of sex, race, ethnic origin, religion or belief, disability, age or sexual orientation. This humorously written and informative pamphlet has been designed for teachers to use when addressing the subject of racism with young people.***

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