

Dear

### **Discriminatory actions of the NHS in relation to the White race and White people**

I write in regard to the discriminatory actions of the NHS in relation to the White race and White people. A brief summary of this letter follows:

The NHS, supported by the BMA, are actively discriminating against White people, in contravention of the Equalities Act 2010. This discrimination leads to the dehumanisation of White people, reduced empathy towards them, and potential hostility. The concepts the NHS uses to vilify and silence Whites (including 'White privilege', 'White fragility', 'be uncomfortable', 'Whites are uniquely racist') and which it presents as incontrovertible facts, belong to the ideology of Critical Race Theory. This ideology has been clearly identified, by the UK government, as a contested political idea, and for this reason its teaching in schools is illegal. People are at their most vulnerable when they need to use the services of the NHS. White people now, quite justifiably, hold an additional fear that their treatment and care will be negatively affected by a belief among medical staff that the colour of their skin makes them uniquely bad people.

I would now ask you to read the remainder of the letter carefully and with due consideration as to the implications for the people of this country, and in particular to recognise how the:

- 1/ NHS is breaching the Equality Act 2010
- 2/ NHS is dehumanising and inciting hatred of White people
- 3/ NHS is portraying White people as 'all the same' and uniquely bad
- 4/ NHS is undermining the empathy of its staff for White people in its care

Two issues in particular need to be considered when reading this letter. The first is the size and reach of the NHS. The antiwhite stance I refer to is not coming from some kid on his computer in his parent's basement. It is being disseminated by the largest institution of the UK, and the one held in highest (albeit arguably declining) regard. The impact of its actions needs to be viewed in this context.

Secondly the nature of the NHS. This organisation's remit is to care for people who are ill, people who are dying, people who are vulnerable and scared... people who are the least likely to be able to protect themselves from discrimination and hatred.

### **i] Outlining pertinent details of the Equality Act 2010**

A summary of the Equality Act as it relates to race and the actions of the NHS is detailed here:

Race is one of the nine protected characteristics defined in Chapter 2 of the [Equality Act 2010](#) of England, Wales and Scotland. Race, as a protected characteristic, pertains to all races – including the White race.

The following sections of the Act are particularly relevant to the discriminatory actions of the NHS.

Chapter 2, Prohibited conduct, Discrimination:

13 – Direct discrimination:

(1) A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.

(5) If the protected characteristic is race, less favourable treatment includes segregating B from others.

19 – Indirect discrimination:

(1) A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.

(2) For the purposes of subsection (1), a provision, criterion or practice is discriminatory in relation to a relevant protected characteristic of B's if—

(a) A applies, or would apply, it to persons with whom B does not share the characteristic,

(b) it puts, or would put, persons with whom B shares the characteristic at a particular disadvantage when compared with persons with whom B does not share it,

(c) it puts, or would put, B at that disadvantage, and

(d) A cannot show it to be a proportionate means of achieving a legitimate aim.

## ii] Exposing the antiwhite stance of the NHS

The NHS webpage [Diversity and Inclusion – NHS Senior Leadership Onboarding and Support \(leadershipacademy.nhs.uk\)](https://leadershipacademy.nhs.uk) features a number of articles, four of which deal exclusively with race. Or rather one race – the White race. These articles portray Whites as uniquely racist, uniquely privileged, and uniquely bad.

- [Why I'm no longer talking to white people about race' by Reni Eddo-Lodge](#)
- [Why "I'm not racist" is only half the story](#) Robin DeAngelo – Author of White Fragility
- [Dear white people in the UK](#) – Aishnine Benjamin, Equality, Diversity and Inclusion lead at the Nursing and Midwifery Council
- ['White Privilege: Unpacking the Invisible Knapsack' By Peggy McIntosh](#) which describes how whites benefit from unearned privileges

An important point to recognise is that while this is literature, its impact is far more significant than some words on a website. These articles reflect the culture and values of the Senior Leadership of the NHS, who lead and determine the culture of the organisation. They reflect how the NHS operates and how it views White people. The endemic nature of the antiwhite culture of the NHS is further demonstrated by the support Aishnine Benjamin's article (Dear White People) received from the British Medical Association <sup>(1)</sup>.

I would urge you to read each of these articles. Note [Why “I’m not racist” is only half the story](#) is no longer available but the link still stands, so we must assume DeAngelo’s work is still supported and recommended by the NHS. Why the video is not available is unknown. It may be related to the removal of her work from LinkedIn, where her training programme urging White people to ‘be less White’ was widely condemned <sup>(2)</sup>.

### iii] Dear White people of the UK

This article is one of four on the White race posted on the NHS Diversity and Inclusion webpage.

The title itself is discriminatory against White people. It segregates Whites from every other race. It serves to tell staff, patients and the public, that White people and only White people are a problem. This is not the only time the NHS has disseminated this message. In November 2020, repeated early in 2021, the Tavistock & Portman NHS Foundation Trust, in partnership with the British Psychotherapy Foundation and British Psychoanalytic Council, ran a two-hour seminar entitled “Whiteness – A Problem for Our Time <sup>(3)</sup>.”

A number of ‘tips’ are given in the article, again targeted exclusively at White people, a selection of them are detailed here:

“You would be hard pushed to find a black or Asian person who doesn’t have a personal story of racism” says the author, Aishnine Benjamin. By portraying Blacks and Asians as the victims of racism, while excluding Whites, and by portraying Whites as the only perpetrators, this message clearly discriminates against White people. All people are subject to racism, which is defined as “when a person is treated worse, excluded, disadvantaged, harassed, bullied, humiliated or degraded because of their race or ethnicity <sup>(4)</sup>.” People of all races can be racist.

*3/ You don’t have to be vocal but do ‘listen’. Listening means being open to hearing what black and minority ethnic people are saying. Be open to their lived experiences (if they choose to talk about them). You would be hard pushed to find a black or Asian person that doesn’t have a personal story of racism.*

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“Discrimination is dehumanisation” says the NHS article, while it actively discriminates against White people. The definition of discrimination is “the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability <sup>(5)</sup>”. The portrayal of Whites as uniquely racist and uniquely bad people is incontrovertibly discrimination. By its own standards the NHS is dehumanising White people.

*4/ Work on your empathy. Visualise yourself in the other person’s shoes. Discrimination is dehumanisation and the only way to see a person as human is to empathise with them.*

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For an organisation tasked with the care of the sick and dying, including sick and dying White people, this ‘tip’ that White people should ‘be uncomfortable’ is incomprehensible. It suggests Whites (and again only Whites) do not deserve to be at peace with themselves. They are uniquely bad.

5/ Be uncomfortable.

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As the article continues it starts to address people of all races. The author tells readers to seek out Black British history, using this as a further opportunity to portray Whites as separate and privileged. This article should have referenced the enslavements of Whites, it could have talked about the fact that the White race ended slavery is the face of opposition and resistance from every other race on the planet ('The Real History of Slavery' by Thomas Sowell a Black American economist, social theorist, and senior fellow at Stanford University's Hoover Institution). Instead, it continues the widely adopted misrepresentation of slavery as being an evil only Black people suffered.

Go on a black history walk or tour (after lockdown!). **See the black British history on the streets you walk every day.** [Black History Walks](#) on London streets, Nadia Denton gives [tours of the Victoria and Albert Museum](#) in London with an African focus, the [International Slavery Museum in Liverpool](#) and Bristol museums information on the [black history of Bristol](#). Support the [Black Cultural Archives](#) in Brixton, preserving the national black British cultural heritage.

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Still addressing all races, the NHS article talks about the “sobering reading on racist attacks that continue daily” - actively implying these attacks are by White people against non-White people. Even cursory research will reveal that many Whites are victims of racial attacks by non-Whites. An article in the Guardian in 2006 [Racial murders: nearly half the victims are white | UK news | The Guardian](#) reveals that almost half the victims of racially motivated murders were White. In excluding Whites from concerns about racist attacks the NHS (who are promoting the article and as such responsible for its content) is discriminating against White people and inciting hatred against them.

*Research In the UK we have some established race equality think tanks. The [Institute of Race Relations](#), publishes the excellent *Race and Class* journal, and a newsletter on anti-racism and social justice activities in the UK and Europe that you can sign-up to – **sobering reading on racist attacks that continue daily**. The [Runnymede Trust](#) and the [Race Equality Foundation](#) publish research on racial inequality in the UK. If you just want stats and data the UK government website [Ethnicity Facts and Figures](#) is comprehensive.*

#### **iv] White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh**

The 'Dear White People' article refers to Peggy McIntosh's essay. The essay, which is itself promoted on the NHS website, talks about the 'unearned privileges' White people have. What better way to incite hatred of a race than tell other races that White people have privileges they have not earned and do not deserve.

There is so much I could write to expose the abhorrent thinking and antiwhite stance behind the concept of White privilege, I will restrict myself to just two areas.

Firstly, White privilege is a concept of Critical Race Theory. In a speech to parliament on Tuesday 20 October 2020, you stated categorically that the government stands unequivocally against

Critical Race Theory, and is against “[these] contested political ideas” being accepted as fact. In the same speech you made it clear that any school teaching White privilege and inherited white guilt (elements of Critical Race Theory) as fact, is breaking the law. Yet the NHS, a government funded organisation actively discriminates against White people by promoting this ideology as uncontested.

To illustrate just how contested White privilege is, here is a review of a small selection of the criteria Peggy McIntosh uses to identify it:

**1/ I can if I wish arrange to be in the company of people of my race most of the time.**

Whites are the only race where seeking the company of their own people is seen as racist. How frequently have we heard the condemnation ‘Too Many White people’ <sup>(7)</sup>.

**2/ If I should need to move, I can be pretty sure of renting or purchasing housing in an area, which I can afford and in which I would want to live.** Many young Whites cannot afford a home <sup>(8)</sup>, let alone in the capital of the UK, London, which since 2011 has been minority White British <sup>(9)</sup>.

**5/ I can turn on the television or open to the front page of the paper and see people of my race widely represented.** BAME represent one third of people on TV adverts British <sup>(10)</sup> and are likewise over represented in TV as compared to their population in the UK <sup>(11)</sup>.

**7/ I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.** The cultural outsider is the person who dares to speak out for the White race. This might be illustrated by some reactions to this letter.

**11/ I can arrange to protect my children most of the time from people who might not like them.** It has been well documented how the police and social services have, and still, turn a blind eye to the rape and torture of White children because of racial sensitivities <sup>(12)</sup>.

**24/ I can be sure that if I need legal or medical help my race will not work against me.** Given the NHS views of White people this is indeed questionable.

Secondly the concept of White privilege has been shown, by research undertaken in America, to reduce empathy for Whites struggling with poverty <sup>(13)</sup>. Poverty and poor health are closely linked <sup>(14)</sup>. White people most likely to use the NHS are poor Whites. The concept of White Privilege reduces empathy for them. How can you have good medical and mental care without empathy?

## **v] NHS discrimination against Whites through silencing the voices of White people**

The discriminatory actions of the NHS does not stop with the vilification of White people via the concept of White privilege. Their actions are exacerbated by their actively denying White people a voice to counter their arguments.

The concept of White fragility, which the NHS also promotes, and the instruction of White people to ‘be uncomfortable’ (also components of Critical Race Theory) are specifically

designed to silence White people – and again exclusively White people. White fragility was coined in 2011 by Robin DeAngelo <sup>(6)</sup> to describe “any defensive instincts or reactions that a white person experiences when questioned about race or made to consider their own race.” This crudely, but accurately, translates to the abhorrent message that ‘any White person denying their White racist attitude is proving their White racist attitude’. White fragility silences White people – the very term is discriminatory.

In summary, the NHS, supported by the BMA, are actively discriminating against White people, in contravention of the Equalities Act 2010. This discrimination leads to the dehumanisation of White people, reduced empathy towards them, and potential hostility. The concepts the NHS uses to vilify and silence Whites (including ‘White privilege’, ‘White fragility’, ‘be uncomfortable’, ‘Whites are uniquely racist’) and which it presents as incontrovertible facts, belong to the ideology of Critical Race Theory. This ideology has been clearly identified, by the UK government, as a contested political idea, and for this reason its teaching in schools is illegal. People are at their most vulnerable when they need to use the services of the NHS. White people now, quite justifiably, hold an additional fear that their treatment and care will be negatively affected by a belief among medical staff that the colour of their skin makes them uniquely bad people.

To say this should not be happening is a gross understatement. I want to hear what you intend to do to stop this illegal discrimination against White people by the largest institution in the UK. I look forward to hearing from you.

Yours sincerely,

(1) [The BMA on Twitter: "@aishnine @MailOnline @nmcnews @rogerkline @NHSLeadership @VijayaNath1 @yvonnecoghill1 Thank you @aishnine, we are as ever immensely proud of the work you do alongside our many reps, members and NHS colleagues fighting against racism" / Twitter](#)

(2) [Course urging workers to be 'less white' pulled from LinkedIn platform - LBC](#)

(3) [Tavistock Policy Seminar: Whiteness - A problem for our time \(tavistockandportman.nhs.uk\)](#)

(4) [Racism definition \(brighton-hove.gov.uk\)](#)

(5) [DISCRIMINATION English Definition and Meaning | Lexico.com](#)

(6) [White Fragility - Wikipedia](#)

(7) [Channel 4 newsreader Jon Snow says 'I've never seen so many white people in one place' | Daily Mail Online](#)

(8) [Young people with deposits still cannot buy homes - BBC News](#)

(9) [White ethnic Britons in minority in London | Financial Times \(ft.com\)](#)

- (10) [Advertisers are 'trying too hard' to demonstrate diversity | Daily Mail Online](#)
- (11) [BAME people are 'over-represented' on TV, new research suggests | Daily Mail Online](#)
- (12) [Grooming gangs: a product of PC culture - spiked \(spiked-online.com\)](#)
- (13) [Complex intersections of race and class: Among social liberals, learning about White privilege reduces sympathy, increases blame, and decreases external attributions for White people struggling with poverty. - PsycNET \(apa.org\)](#)
- (14) [Living in poverty was bad for your health long before COVID-19 | The Health Foundation.](#)