

AN EQUALITY-CENTRED REMINDER

CHECK IN. REALLY CHECK IN.

A FOREWORD FOR THESE UNCERTAIN TIMES

Racial discrimination and other inequalities are being expressed through physical attacks, online abuse, hostile media narratives and everyday aggressions. The word “micro” can disguise the truth: the cumulative impact can be macro — exhausting, isolating and harmful. Care cannot be passive.

WHY THIS MATTERS NOW

Professor Jason Arday became Cambridge’s youngest Black professor. He resigned amid allegations and was found dead days later. His family said he had faced a sustained campaign of abuse, misinformation and harassment.

This is not a call to speculate about his death.

It is a reminder to notice the human being behind every headline — and to check on those who appear strong, successful or “fine” on the outside.

HOW TO CHECK IN WITH CARE

- 1 MAKE PRIVATE, LOW-PRESSURE CONTACT**
“I’ve been thinking about you. There’s no pressure to reply straight away.”
- 2 ASK AGAIN — GENTLY**
“How are you, really?” Give them permission not to perform being okay.
- 3 LISTEN WITHOUT MINIMISING OR DEBATING**
Believe their experience. Do not rush to fix, compare or explain it away.
- 4 OFFER SOMETHING SPECIFIC**
A call, a walk, help documenting abuse, accompanying them, or practical rest.
- 5 CHECK BACK — CARE IS CONTINUOUS**
Return tomorrow or next week. One message may open a door; consistency builds safety.

CARE IS AN EQUALITY PRACTICE.

If someone is in immediate danger, call 999. Samaritans: 116 123.