



## **UK Society for Behaviour Analysis Statement on Racial Equality**

The UK Society for Behaviour Analysis joins with other organisations and individuals in calling for an end to race discrimination in the UK, the US, and globally. Recent events have shown us that, across nations, we still have a long way to go in ensuring equal treatment for BAME individuals.

Treating people with dignity and fairness, regardless of race, religion, nationality, sexual orientation, or disability is a foundational principle of UK-SBA. We are [committed](#) to promoting equality, valuing diversity and combatting all forms of discrimination to provide a supportive, secure environment that enables all members and the clients they serve to maximise their potential. As behaviour analysts, we play a critical role in helping individuals meet their goals and maximise the reinforcing events in their lives. We are ethically bound to remove the barriers that limit progress and potential.

It is time for all of us to play an active role in ending racial discrimination.

Here are some things we can do:

### *Sign petitions*

Petitions add your voice to the message of solidarity in combating racism. Petitions sponsored by Black Lives Matter can be found on <https://blacklivesmatter.com/petitions/>

### *Donate*

Social change requires resources. Even a small donation can make a difference to funding legal costs and campaigns to promote change.

### *Become educated*

Many of us believe we understand the circumstances of those different to ourselves more than we actually do. Be proactive in checking the accuracy of the beliefs you hold. A number of behaviour analytic organisations offer web-based training on strategies for eliminating implicit bias and promoting diversity. A list of recommended readings appears below.

### *Speak up*

If you see someone behaving harmfully to someone else, say something. Name racism as racism.

### *Keep the dialogue open*

Commit to discussing race in your organisations, professional and social circles, and families. This is not a one off. As behaviour analysts, we know that behaviour change takes time. Strategies that begin effectively can drift. Stay vigilant.

### *Recommended Readings*

Beaulieu, L., Addington, J., & Almeida, D. (2018). Behavior analysts' training and practices regarding cultural diversity: The case for culturally competent care. *Behavior Analysis in Practice*, 12(3), 557–575. <https://doi.org/10.1007/s40617-018-00313-6>

Connors, B., Johnson, A., Duarte, J., Murriky, R., & Marks, K. (2019). Future directions of training and fieldwork in diversity issues in Applied Behavior Analysis. *Behavior Analysis in Practice*, 12(4), 767–776. <https://doi.org/10.1007/s40617-019-00349-2>

Fong, E. H., Ficklin, S., & Lee, H. Y. (2017). Increasing cultural understanding and diversity in applied behavior analysis. *Behavior Analysis: Research and Practice*, 17(2), 103-113. <http://dx.doi.org/10.1037/bar0000076>

Matsuda, K., Garcia, Y., Catagnus, R., & Brandt, J. A. (2020). Can behavior analysis help us understand and reduce racism? A review of the Current Literature. *Behavior Analysis in Practice*, 1-12. <https://doi.org/10.1007/s40617-020-00411-4>

Miller, K. L., Cruz, A. R., & Ala'i-Rosales, S. (2019). Inherent tensions and possibilities: Behavior analysis and cultural responsiveness. *Behavior and Social Issues*, 28(1), 16-36. <https://doi.org/10.1007/s42822-019-00010-1>

[UK-SBA Diversity Policy](#)