

### List of Pledges Anti-Racist activism 9.3.21

“No one should have to work twice as hard to get half as far. As a white man and social worker, I will step away from spaces where there are already too many white men.”

“We are GOOD TROUBLE MAKERS, CO-COSNPIRATORS to disrupt the status quo of institutional racism Keep doing good trouble”

“intersectionality is so important. I also pledge to be my loud and proud queer, gender-non-conforming self to disrupt and give space for others who are ‘othered’ ...let’s upturn the tables!”

“being an ‘accomplice’ beyond just an ‘ally’. I’ll be pledging to become an accomplice and amongst many things, pledge to listen with respect and understand that oppressed people are not all the same in their needs, tactics or beliefs. We need to move beyond the idea that all people of Colour are a homogenous group. I will also pledge to continue educating myself and recognise that this work is never finished.”

As a Black social worker currently undertaking a social work doctorate, my personal pledge is to continue developing my scholarship that speaks to the strengths and the resilience of Black people. I am committed to critical storytelling that shines light to our cultural intuitions and experiences as a valid forms of knowledge construction in academia. I pledge to continue encouraging my Black colleagues to co-create narratives that celebrates their culture, their folktales, their traditions and their histories

To challenge myself to start anti racism conversations even in situations that make me uncomfortable, because I’m worried about whether I say the wrong thing or whether I should say things as a white person, not letting that anxiety stop me learning and trying to do better. To use my privilege and as an experienced social worker to start and build those conversations with those around me.

“After attending the Tavistock session and the SW Student Connect session that Prospera delivered . I commissioned Prospera to deliver a session last week within my local authority. But I know this is only a start and to leave it there would be just to pay lipservice to anti-racist practice. . My pledge is to use my position try to harness the momentum and invite those who attended the commissioned session to a subsequent meeting to discuss how we can take take action to discuss and challenge the structural oppression/racism that exists within our organisation.”

“As a white man I pledge to open doors (literally and metaphorically), advocate for, and promote the voices of my black colleagues and students, to take a back seat and be silent so that black voices can

be heard, to call out racism not just today but always, to own my white privilege and my ignorance, to work with and support those who know we need to tear down the structural racism (and patriarchy) of our institutions and society, to play my part as an educator in decolonising our curriculum, and to shout that life and society should never have been this way.”

“My pledge is to carry on working and writing to enable BME children looked after to have a positive self identity and learn to combat racism, Islamophobia and discrimination. I was on the committee of ABSWAP probably before many of you were born....43 years ago! We got the Family Finding shop in Brixton and welcomed lots of BME adopters and foster parents! “

I pledge to listen and to read, to work with our library to ensure our resources are diverse and inclusive of people of colour as writers and the subject of books.

I pledge on behalf of our programme to prioritise anti-racism as a form of pedagogy and action as a central theme and priority of our professional programme. We are committed to supporting our students and colleagues of colour to ensure they have an inclusive education and opportunity to practice.

“My pledge is to learn more about racism and how I can become vocal not only in my SW practice but also my personal life.”

“My pledge is to challenge racism when I see it and to educate myself more on the topic, be that through academic articles, books, or from the personal experiences of my peers”

As a white Practice Educator and Practice Tutor and a member of the NOPT committee, I pledge to work with students and practice educators of colour to look at how our PE Code of Ethics can better address the importance of anti racist practice in placements.

To use an anti racist framework when developing educational materials, ensuring I include references by people of colour, and to speak and teach about anti racism at every public platform I have access too. On a personal level I will seek a mentor to support me to challenge my white privilege and to understand 'the difference in experience that is created by colour'.

My pledge is to attend as many webinars as possible! - to continue reading learning and develop my knowledge in antiracist practice and to share info with my team colleagues and encourage their learning too. Also developing training in antiracism for foster carers and Kinship carers

My personal pledge: to open up open and honest conversations about race within my team, ensure that every member of the team feels they belong and to ensure recruitment and progression are inclusive and encouraging to those who have been overlooked for too long.

Continue to use my platform as PSW to keep the anti racism conversation going, ensure diversity is threaded through all our training (including commissioning anti racist training), build into our workforce strategy to be intentional in developing and promoting our BAME staff

As a course director on the social work programme at Ulster University I pledge to: 1. encourage, support and agitate students to decolonise my programme, our content, our library and media. I pledge to encourage all my colleagues to make scrutinise their teaching and make their individual pledges. Northern Ireland needs many pledges, we have an ugly increase in race hate crimes.

My pledge has started and I'm involved in setting up an anti-racist social work group for SW and SW students of colour in Wales (advert on the BASW website today).

I pledge to continue developing my knowledge around race and the barriers that people face in society. I also want to continue to challenge the predominantly Eurocentric ideas and theories that are widely used by social work practitioners.

My personal pledge is to educate myself even more by attending more webinars, reading a plethora of books and articles and investing more time into hearing and acknowledging people's stories and experiences. I will then use this to educate my colleagues and families that i work with, even further.

a Black man who qualified as Social worker 20 years ago, I continue to bring about change and challenge discrimination in my personal and professional life.

my pledge is to continue the conversation in my workplace where I am leading on anti-racist action planning and to continue my own journey to ally-ship

My Pledge: As a black African, Racism is very real to me but Choose to continue to challenge the very things that suppress my voice and try to stop me from being my true and authentic self. As a Social worker, I pledge to challenge the social constructs in place that continue to promote racism for students and those we work with.

my personal pledge is to continue to be part of a small working group in the Adults dept of LA, made up of social workers, asye and students and talk about racism. acknowledge it is part of every day and work together to take action. and demand action. I will take this webinar back to the full team meeting and request anti racism is an agenda item for every team meeting. to explore and share in a safe, supportive environment.

Amazing words Lydia "ok to be clumsy not clever"

As a black female social worker at Nottingham Trent University, I pledge to learn how to challenge racism in the work place and our communities

Reflect deeply on my thoughts, feelings and actions, even when it's uncomfortable, to ensure my own practice is truly anti-racist.

To keep talking about issues of race- we have spent too long not talking about it. We're finally doing it, and we need to keep it going.

Raise awareness of racial inequality within social work education, and use my platform to pro-actively find ways to DISRUPT

As a white woman, to keep learning how I can use my power and privilege positively (all the P's!) and be a true ally

I pledge to keep learning (Safeguarding Black Children ordered), and use my white privilege to speak up whenever I have opportunity.

To be as good an ally as possible to families I work with, as a Practice Educator, with in my team and in the local authority in Essex. To continue conversations that result in actions and changes. In my personal life I would like to support Goodgym and Parkrun to attract a more diverse group of participants.

my pledge is to make sure that every team member feels supported and safe to speak out about racism and know that challenging racism is a key part of every thing that we do... and that we do it well

My pledge is to make anti-racist practice the core of the work that we do - I love the idea of reverse mentoring - I pledge to introduce this to where I work. I heard Wayne's talk the other day and the idea of the 'honesty box' has stuck with me... I've started buying books from the list Omar was talking about and I've brought them to my work base to loan out. I pledge to discuss anti-racism and give space for this discussion. It's not up to my Black and minoritised ethnic colleagues to shoulder the responsibility for anti-racist practice. I'm reading Outlanders and re-reading Reni Eddo-Lodge's book and want to enact some of the actions shared tonight. I am going to use my experience of oppression and discrimination to have empathy and hold space for people of colour who experience oppression and to give permission to be angry, upset and fed up. Thank you for this evening... You're all brilliant!

Respect at Work to Everyone : Totally agree with Lydia Guthrie's honesty in saying she is not the custodian of what is or is not racism and that it's OK to be clumsy in the conversation but show commitment (and resilience, I would add) to say with the conversation to repair the damage. the alternative is that as a white ally you retreat to using your white fragility to close down an uncomfortable conversation and burden BAME/Global Majority to keep them in comfort or use them as unpaid educators.

I pledge to maximise openness and brave conversations and to not minimise or diminish the experience of any other human being, especially if that may make me uncomfortable!

I'm white, I predominantly teach and assess students who are not. My pledge is to do less talking and more listening and to encourage white students to also say less and listen more to their colleagues lived experience of racism

I work with Unaccompanied Asylum Seeking Children and I recognise that social workers operate within systems which are irredeemably racist. I pledge to work towards dismantling these systems; to standing up against the racist Hostile Environment and the UK's violent border regime; and to ensuring equal access to care and support for all, regardless of race or place of birth.

Respect at Work to Everyone : Mark Harvey - so true; white privilege by definition is not to see what does not personally inconvenience you. This is more than 'unconscious bias' but a personal choice to educate your self to perceive things from another's perspective and lived experience

19:41:53 From Josie Newton to Everyone : Thank you Mark. Fantastic words.

19:41:53 From Zoe Thomas to Everyone (in Waiting Room) : Our students need to be head by us It's emotional being part of this, sitting in 'the audience'. Enough of words. Action from us all is necessary.

This is emotional - it's palpable through the screen. Thank you for sharing yourselves with us.

Staying Power

I commit to being of use to the black lives matter movement and the need for urgent change - to dismantle racist systems.

[https://books.google.co.uk/books/about/Staying\\_Power.html?id=J8rVeu2go8IC](https://books.google.co.uk/books/about/Staying_Power.html?id=J8rVeu2go8IC)

Respect at Work to Everyone : It is weathering for BAME to be always the ones to call out racism in the moment and soften the feedback for fear of being accused of the fake notion of 'reverse racism'

It's the first time I have taken part in this group. I can feel so much commitment and passion from everyone taking part and it feels there is much for me to learn and think about. My pledge is to read and learn as much as I can, to challenge racism when I see it and I am particularly concerned about how recruitment and development opportunities are inclusive and non-racist. I also want to take part in events like this to learn more and think about other action I can take.

Racism is rooted in ignorance, I pledge to challenge it wherever I see it, to never turn a blind eye to oppressive and discriminatory practices, language, behaviour or ideas.

I totally agree! Communities of Practice must not become forums where colleagues of colour act as unpaid educators and carry all the weight. Relationships are key - a group of people coming together with a shared commitment to leaning in to discomfort.

My pledge is to learn, but not just from books and reading. I pledge to learn from my colleagues, peers, friends, service users and community. My pledge is to listen. My pledge is to keep challenging myself and challenging those around me. I pledge to ask my organisation to stand with me. I give myself permission to be uncomfortable.

decolonising the curriculum - it's not just about getting the books, it's actively turning on its head the notion of what is 'knowledge' .

As a social worker and leader for black and ethnic minority group, I will continue to listen and advocate on behalf of many. I will also use the platform I have to enable discussions and reflections emotional, powerful and very needed! thank you

Jo Fox to Everyone : You can use my name - I am happy to be held to account for my pledge.

Exactly. Spot on. Esp from my own personal experience with the Deaf community and my Deaf friends. that's in my personal pledge too..to confront racism each time I see it

Absolutely agree that people of colour must not be unpaid educators - the emotional labour for anti-racism should sit with white people.

hardwire your brain and check white privilege. Spot on.

Thank goodness I'm here tonight. I've spent my entire day trying to engage reasonably with privilege white friends on social media who cannot understand why race stood out in Meghan and Harry's interview with Oprah Winfrey. It is exhausting but my pledge tonight is to keep engaging with such people, far and near.

Totally agree about supervision....and team meeting. generally just more conversations and safe spaces needed.

I really appreciate you being vulnerable here

YES Jo! I am a lecturer, a PE to students, PA to trainee PEs, SW and AMHP - anti-racism is at the core of all my roles - sharing, challenging, exploring, changing, highlighting.....

Thank you Sharon, you are one of my colleagues who help me to be vulnerable

a vital conversation with our ASYE students- I pledge to take the conversation into each of my supervision sessions no matter the experience level. I love the mentorship idea that Herts is doing- Tanya, I want to learn more and emulate this across the Eastern region!

So nice to put voices to some people who I have been 'following' on twitter. I need some time to think about how to put my pledge into words properly, but I commit to creating spaces for discussing race and privilege in teaching spaces and work harder to work with people in my professional and personal life to challenge racism.

Your comments about challenging racism and white supremacy even when no-one is watching really resonate.

My pledge as a mixed-race gay male, is to ensure I continue to develop my knowledge around what it is to be the best social worker. I also aim to use my voice to challenge social injustices and inequalities towards the BAME community, as well as the BAME LGBT+ individuals who are also marginalised within society and the workplace.

Are we now bringing anti-racism alongside anti-oppressive and anti-discriminatory practice in PCF now?

Great conversations! Regarding language, please reframe from using the word BAME it is a lazy term to put people under one umbrella..

Fantastic event....I am not alone!!!

You're not alone. We are here with you

My last set of foster parents (a very long time ago) are black. They taught me (and still do) to fight for social justice and challenge racism. It did and still does shine in stark contrast the different lived experiences of black and white people in our racist society. Still so very much to learn from my privileged and narrow advantage.

I pledge to live up to my responsibility and initiate those difficult conversations by challenging racism and white supremacy

My personal pledge is to learn more about racism. As a Trustee for a Deaf charity, I also pledge to push for more diversity and equality within the Deaf workforce and encourage deaf BAME to achieve their dreams and celebrate their work on my social media.

My personal pledge - to listen; to seek the uncomfortable conversations; to challenge the fear and silence of my white colleagues, family and friends; to talk with my colleagues as to how we can create safe spaces to have conversations that promote learning about white privilege and how we can be anti racist.

As a Black social worker currently undertaking a social work doctorate, my personal pledge is to continue developing my scholarship that speaks to the strengths and the resilience of Black people. I am committed to critical storytelling that shines light to our cultural intuitions and experiences as a valid forms of knowledge construction in academia. I pledge to continue encouraging my Black colleagues to co-create narratives that celebrates their culture, their folktales, their traditions and their histories

intersectionality is so important. I also pledge to be my loud and proud queer, gender-non-conforming self to disrupt and give space for others who are 'othered'...let's upturn the tables!

Hi everyone, really interested to hear from you all and understand more about how this initiative came about. I've learnt a lot from many of you here tonight over the last year, so thank you for all your work to educate and inspire. I have loved reading your work and posts - so it is beautiful to hear some of your voices here for the first time. I'm a lecturer in social work at Edinburgh Napier University and recently took over programme leadership for our MSW. 100% with other social work educators here in terms of carrying on the work of decolonising our curriculum. My pledge is that I especially want to offer all our students an anti-racist, safe and critical environment that supports learning - where we grow challenge and leadership in our profession. As others have said, we are operating in a deeply racist culture. In my research I've been really trying to bring a much more explicit focus on the impact of racism in child welfare systems. So I'm continuing on a journey of learning, challenge and action.

With a focus in particular on raising more awareness about how the institutional systems and structures are enabling it to happen so easily and covertly. As well as this, I pledge to show more initiative/have more confidence to ask my BAME colleagues about their stories, feelings and experiences of racism so I can continue to be impacted by this dialogue.

It's great to see all these pledges. Is anyone else mixed-raced? I really struggle as a mixed-raced (Latina/White) social work student in Liverpool. The journey often feels lonely and overwhelming, and I would appreciate some guidance. Please message me privately!

I pledge to always continue to listen, learn and act.

I demonstrate anti-racism in every possible (and nearly impossible) interaction in my work, study, parenting and activism.

I pledge to seek out and use every opportunity to fiercely challenge racism as if lives depend upon it Because they do.

I pledge continue to use every access I have to make more space and then get of the way

I pledge to live my words as a force of my being and spread that strength as widely and deeply as I can... for every year I am alive and it remains necessary.

I need to go now but thank you so much for such a important, uncomfortable, welcoming and humbling conversation. I want to be involved further. I need to be. I must do better and pledge to do whatever I can to support my colleagues as an effective ally and learn with an open heart. Thank you- keep safe everyone.

My pledge is to keep having the uncomfortable conversations at home and work, naming my white privilege, equipping my kids to talk about racism, listening to students and colleagues, and challenging the status hierarchies in Academia that make it harder for some people to be heard or see their perspectives marginalised.

My pledge is to make sure that racism doesn't go unchallenged in the spaces I'm in. Use my ears to listen, and my position, power and voice to amplify black and brown voices, and challenge racism which is in all of the communities that I'm a part of, also committing to share my learning with others. As a gay man I'm committed to challenging racism within the LGBTQ community which is so prevalent, by challenging it when I see it, and making sure that spaces that I support are actively for everybody.

Believe me when I say Liz is an ace colleague and authentic ally!

As a PE I pledge to talk about race, racism, acknowledging covert and overt racism. to continue to learn and challenge myself and others, to acknowledge my background as a white female and share, encouraging others to share and develop and grow together.

Thank you everyone feeling very humbled by all contributions

Thank you for this webinar very inspiring. Will definitely be joining in on action day 19th March 2021.

Diana. Thank you for hosting this event. You have been AMAZING!

Lets turn the heat up!!!

Thank you all.

Let's rock the boat!!

My pledge as a Head of Service in family support is to deliver our Racial Justice action plan with goals that brings us to an important milestone on a 7 month but lifelong and continuous journey of self education and reflection on anti racist practice. My pledge is to constantly check my blindspots with others who will give me high support but high challenge on my allyship, to own my mistakes when i make them, and to work to make sure every worker in my service can feel confident to explore race, identity, and culture in their work with families. Hold myself accountable and ask others to hold me accountable as well. Keep going, you amazing group!!

Lets rock the boat!!!!

Thank you everyone

Great hosting Diana, thanks very much :-)

Disruption for justice

Thankyou for a great event - very powerful

Thank you Diana , very powerful

Thanks everyone, really inspiring, moving and humbling evening



Thank you for creating this.

I am desperate for this to be available, where can I have colleagues/students access this recording please? Everyone should hear this

Thank you everyone - great event!

Trying to recognise and challenge the Eurocentric norms in education

Such an evocative event and feeling so fortunate to be part of it - thank you to everyone for coming and for sharing your thoughts and feelings so openly

Thank you for a very meaningful and inspirational seminar

20:11:44 From Paul Dugmore to Everyone : And in the words of Zoe be DISRUPTIVE BUTTERFLIES!

your story resonates with me Liz, thanks for helping me realise as a white woman I am on a journey...that ally-ship is life long!

Goodnight everyone. Thankyou for bringing us together. Especially well done to Diana- you have given everyone so much energy.

together and working together

Thank you Anna for pointing me in the direction of this event, great to hear from so many inspiring people

its been great to be here this eve thank you to all of the facilitators and presenters. Will be part of action on 19th March !

: I pledge to identify continued funding in my budget and commission fantastic CPD opportunities for our staff (including managers who supervise) , commissioning coaching opportunities for black colleagues and to continue support our peer support network - allyship but taking action . Always learning but committing to the uncomfortable and speaking up

it iis an adopted frame of language which doesn't see me as a individual 9 black woman.) thank

Great session - hoping we can raise a few roofs on the 19th!

Thanks to all for a powerful and inspirational session lots to think about and take action Diana what a great facilitator and motivator

Such a passionate pledge Diana - the social work profession is lucky to be gaining you and Omar!

What about telling the media for positive feedback?

Many thanks for the programme, Very informing. Much thanks.

Join the day of action. Letters available here <http://bit.ly/swaction21>

Thank you to all! So powerful and I am inspired to take direct action!

Thank you, a brilliant webinar, such a call to action.

Thank you thank you thank you for including me in this wonderfully inspiring event

absolutely amazing Diana thank you so much

thank you so much for this webinar- very powerful and passionate speakers and amazing pledges and brilliantly hosted. feeling very inspired to take action! take care everyone