

Anti Racism

What's it got to do with me?



About Me

- Qualified Social worker and Community Activist for over 34 years
- Senior Lecturer – UK and Jamaica - in Social Work
- Best Interest Assessor
- Practitioner in Learning and Development
- Practice Educator/and Practice Assessor for Social Work

Big Issues

Social media issues.. football's response to racism

Colonialism across the British empire

Britain's war responses

Post war responses to migration

History education mistaught

Big Issues

- Local authority responses to racism and discrimination... Nottinghamshire
How do we serve the public
Who is an anti racist ally..
Why become an ally
Impact ..personal,professional
responsibilities to service delivery

What is Racism?

- The belief that different races possess distinct characteristics – physical appearance, abilities or qualities which distinguish them as inferior or superior to one another

What is Anti Racism

- Anti-racism is a belief that all races and ethnic groups are equal and deserving of the same opportunities
- Anti-racism is the active dismantling of systems, privileges, and every day practices that reinforce and normalize white dominance.
- Involves a retelling of history

Unconscious Bias

- The unconscious mind influences decisions that can significantly impact on the workplace, lives and opportunities of others
- Affinity Bias
- Halo Effect
- Horns Effect
- Confirmation Bias
- Conformity Bias



Why Is Anti Racism Important- Social Work

- **Professional standards for Occupational Therapists (Royal College of Occupational Therapists):**
- 3.3 Diversity, equality and sensitivity-
- 3.2.1.1 You always recognise a person's human rights and act in their best interests, without discrimination of any kind
- 3.3.1.1 You offer equal access to the service and fulfil your role without bias or prejudice
- 3.3.1.2 You treat all people, irrespective of their needs, with dignity and respect as equal members of society, entitled to enjoy the same choices, rights, privileges and access to services.
- 3.3.1.3 You recognise that each person has their own philosophy of life, and the potential significance of personal, spiritual, religious and cultural beliefs

Royal College of Occupational Standards: Diversity, Equality, Sensitivity

3.3.1.3 You reflect on and are sensitive to how diversity affects people's needs and choices, incorporating this into any service planning, individual assessment and/or intervention where possible. 3.3.1.4 You recognise that each person has their own philosophy of life, and the potenti

Social Work England Professional Standards

- Recognise differences across diverse communities and challenge the impact of disadvantages and discrimination on people their families and communities
- Promote social justice, helping to confront and resolve issues of inequality and inclusion
- Not to abuse, neglect, discriminate, exploit or harm anyone or condone this
- Report allegations of harm and challenge and report exploitation and dangerous, abusive or discriminatory behaviour or practice.

Mental Health

- Being subjected to micro aggressions, unfair scrutiny, isolation and ridicule
- Being made to feel not part of a team
- Being spoken over or having your contributions ignored
- Excelling in your role but not promoted
- Being made to feel less than

Anti-Racism Pledge

- Listen with an open mind and learn about issues that affect Black colleagues
- Educate ourselves on the experiences of black people in the workplace and in society at large
- Learn about Black history and the lived experiences of Black people
- Confront our own biases and prejudices, even when it is not comfortable

Anti-Racism Pledge

- Work together to eradicate harassment and discrimination from our workplaces
- Speak out against statements or banter that diminish Black people and let people know why you find this offensive
- Raise awareness of Black issues for discussion and speak out about processes that may inadvertently discriminate against Black colleagues or customers
- Be visible in your support to Black colleagues by wearing an 'Anti-Racism Ally' badge and using the 'I'm an Anti-racist Ally' strapline in their email signature block

The Anti Racism Pledge- Corporate Leadership Response

- Joining us on our journey of learning: Educating ourselves on the experiences of black people in the workplace and in society at large.
- Starting the conversation: Being vulnerable with our people. Admitting we have not done enough and that the work is just beginning.
- Elevating Black voices: People know discrimination and racism are a lived, everyday reality now – but do they know what forms it takes every day in the workplace? We must start these conversations. We will also do more to celebrate black leaders and talent in our organisation and the wider business community.

Anti Racism Pledge

- Be approachable and maintain confidentiality where appropriate if asked to
- Seek advice from Equality Officer, Black Workers Network and/or HR where appropriate with regards equality legislation or employment policies and procedures including employee disputes or advice on bullying and harassment.
- The signing of the Pledge can be done on a team and /or individual basis;

What is Allyship?

- ...the practice of emphasizing social justice, inclusion and human rights by members of an 'in group' to advance the interests of an oppressed or marginalized 'out group'
- Allies who actively promote equal and fair treatment of people who are different from themselves can become some of the most powerful voices for the under-represented

Allyship

- Anti-racist allyship is vital in combatting racism in all its forms to actively support colleagues from marginalised and minority groups
- Change behaviour to change thinking from inaction to action

Breakout Room Exercise

- “People know discrimination and racism are a lived, everyday reality now – but do they know what forms it takes every day in the workplace? We must start these conversations
- Your experiences, reactions, consequences- personal and professional
- Create an agenda for change