The MatRix

Re -thinking Equity in Education

Part 1

ED

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol



Click the link below to watch the video clip.

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Social Construct

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

The MatRix

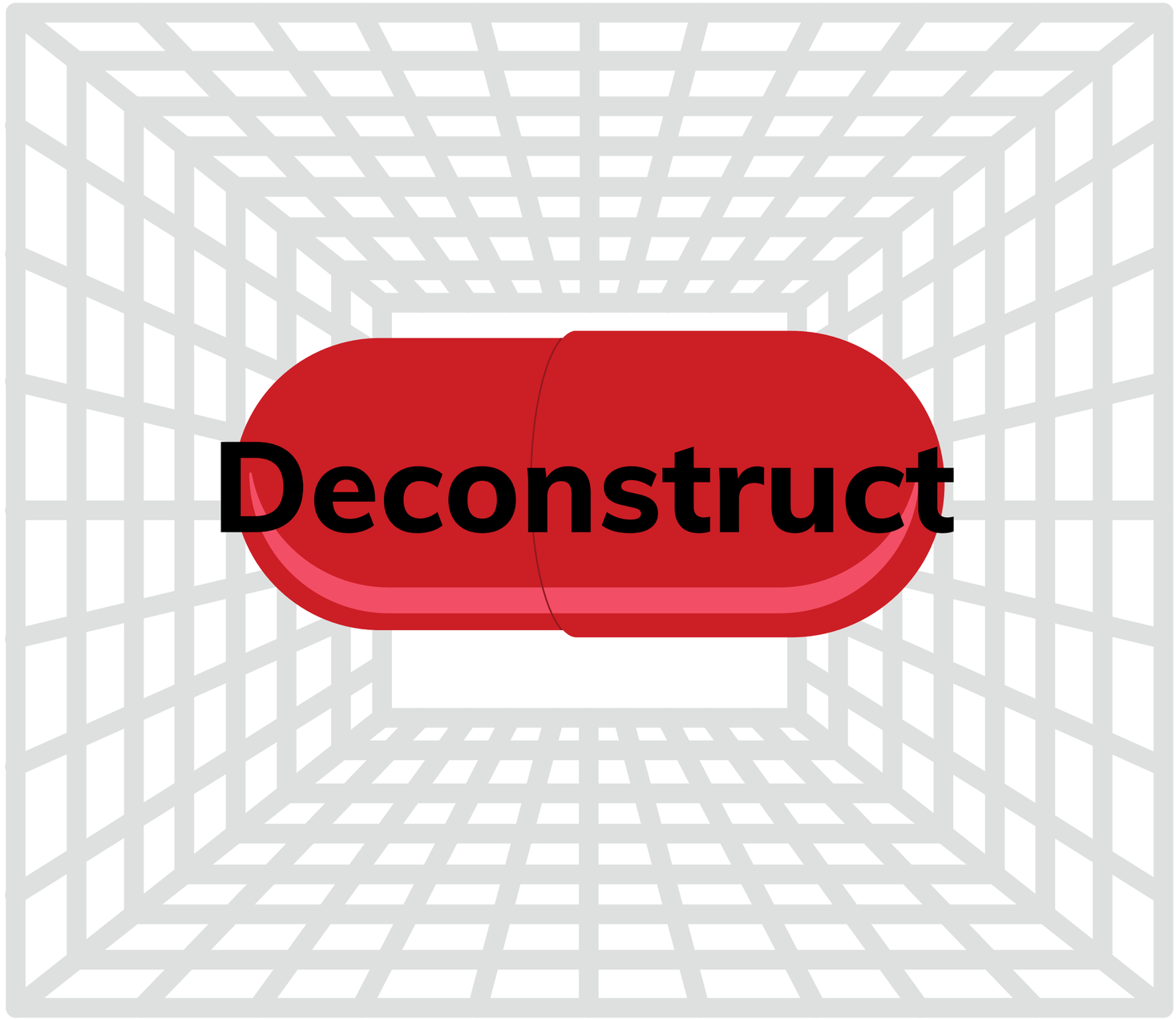


"The set of conditions that provides a system in which something grows or develops"

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

An Anti Racist Wales

Vision

“A Wales that is Anti-racist by 2030.”

Purpose

“To make meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism.”

Values

“Open and Transparent, Rights based, and
Lived experiences as core to all policy making”

Gov.Wales, 2022

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol





An Anti Racist Wales

Policies

Curriculum

Representation



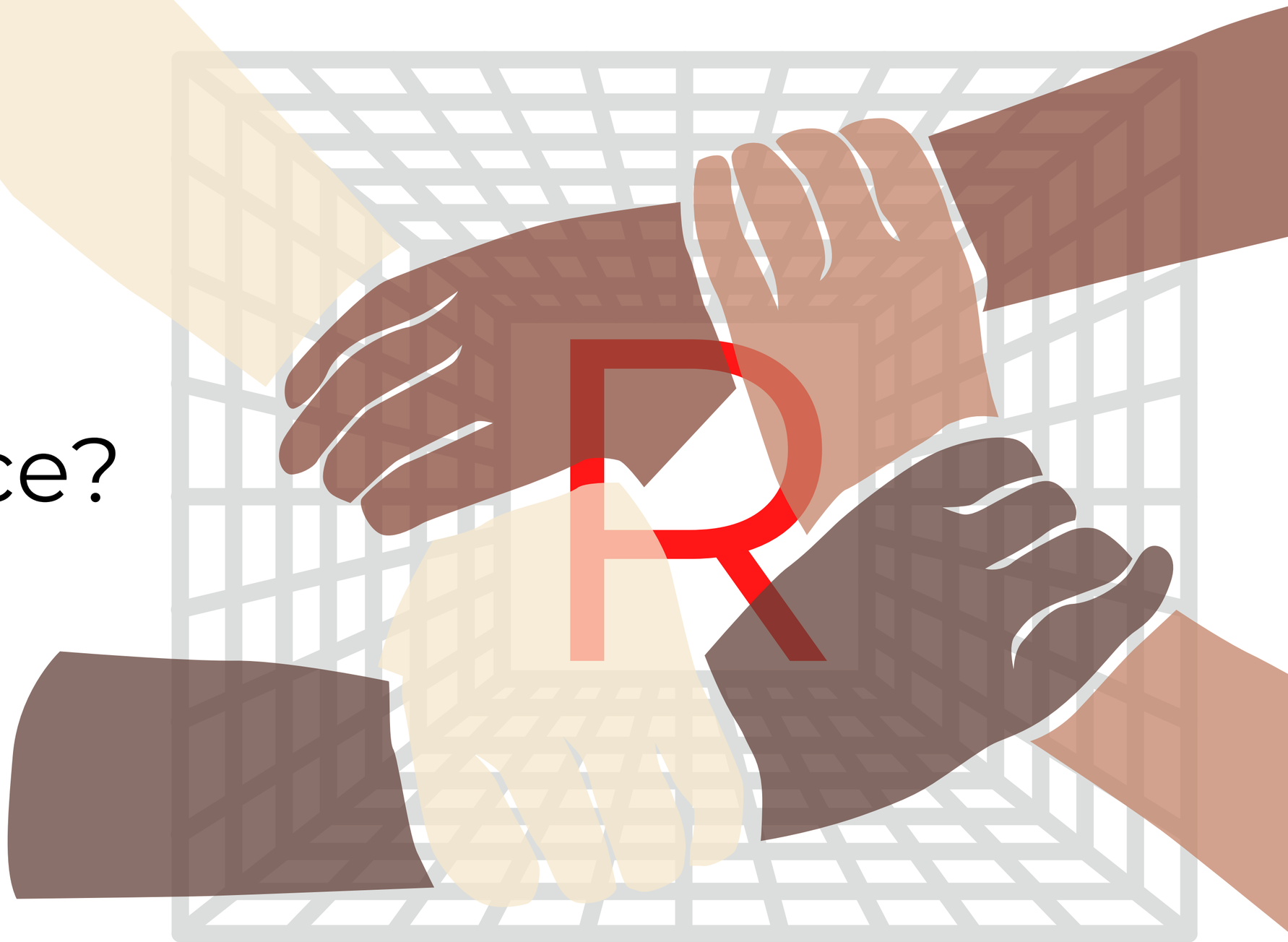
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Gov.Wales, 2022

What is Race?



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Biological

Limpic brain /Lizard Brain



Flick.rom - Birth into Being

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Protection



Walker, P., Silvert, L., Hewstone, M. and Nobre, A., 2007.

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is Racism?



Kendi, I. (2019) How to be an antiracist.

Global Community???



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is Anti-Racism?

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

A Verb

It is an active word...

What is Ethnicity?



Banton, M. (2015)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is Whiteness?



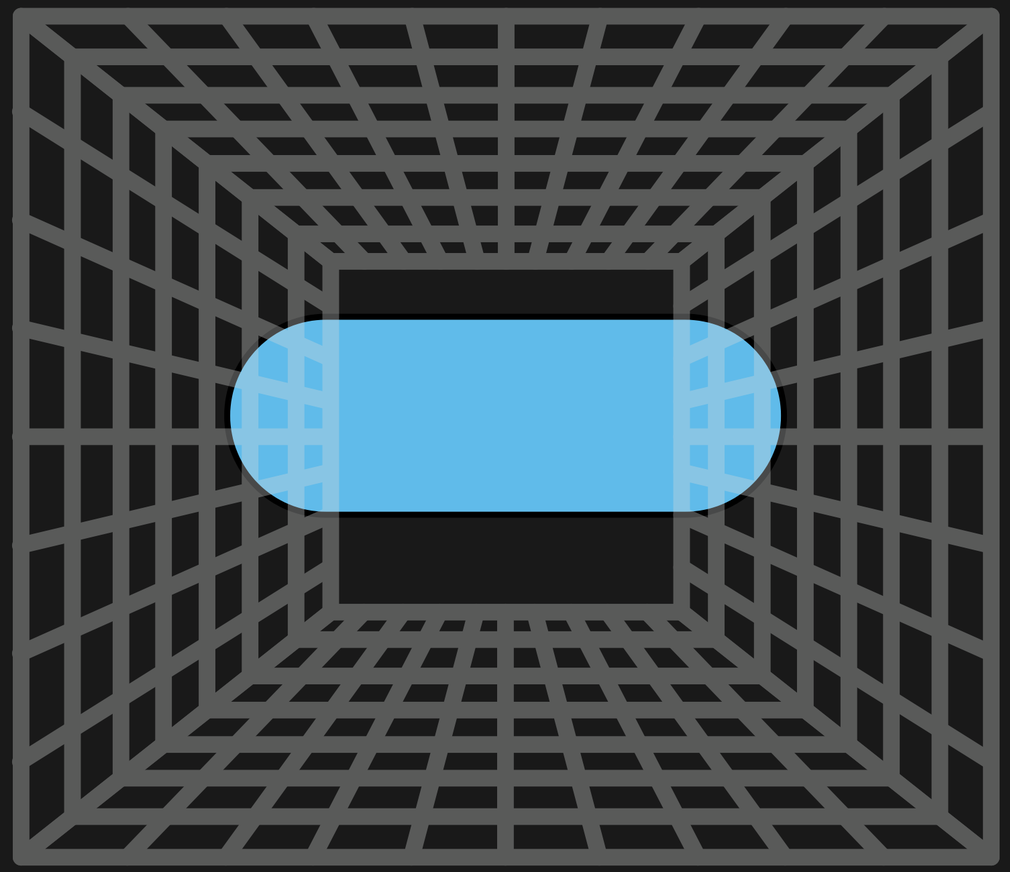
Dei, G. and Hilowle, S. (2018)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

White Supremacy Culture



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

The Conversation

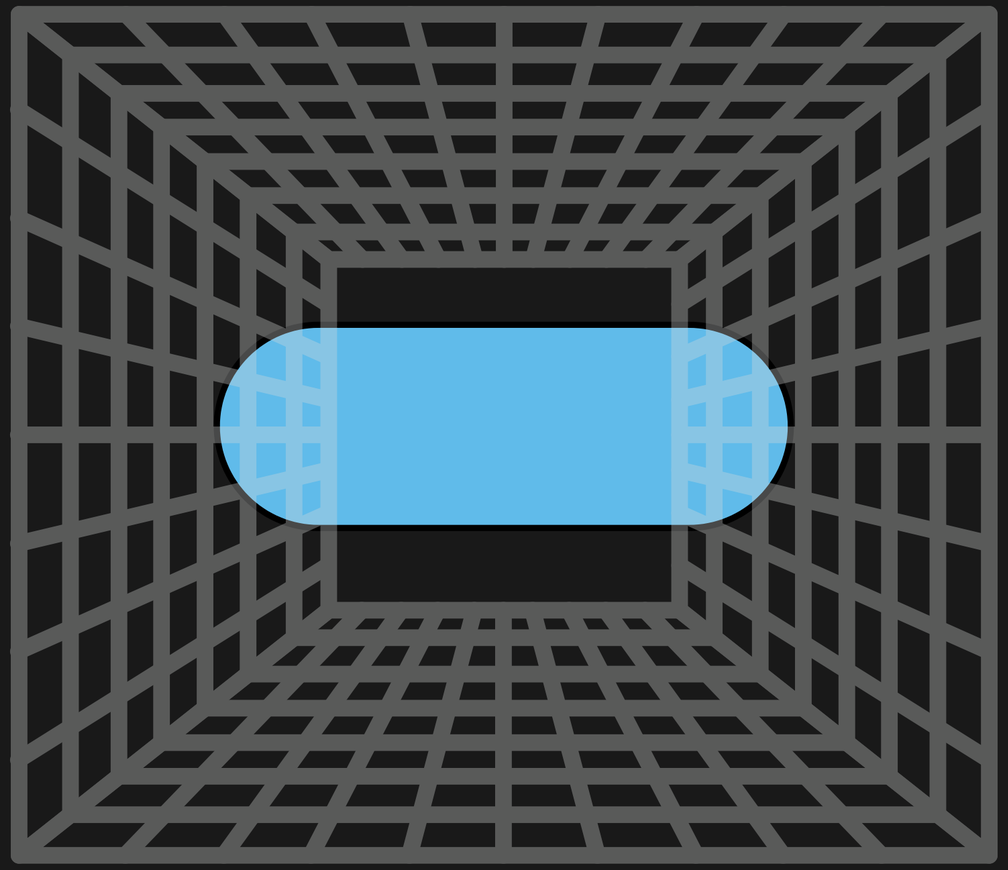
- Defensiveness
- Fear of Conflict
- Individualism
- Right to comfort
- Rejection
- Ignorance

Hard to swallow

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

DiAngelo, R. (2018)

The White Supremacy Ideology



Dei, G. and Hilowle, S. (2018)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

The Causes

- White Voices
- White Frustration
- White Bodies
- White Protection
- White Blame
- White Normal

Hard to swallow

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

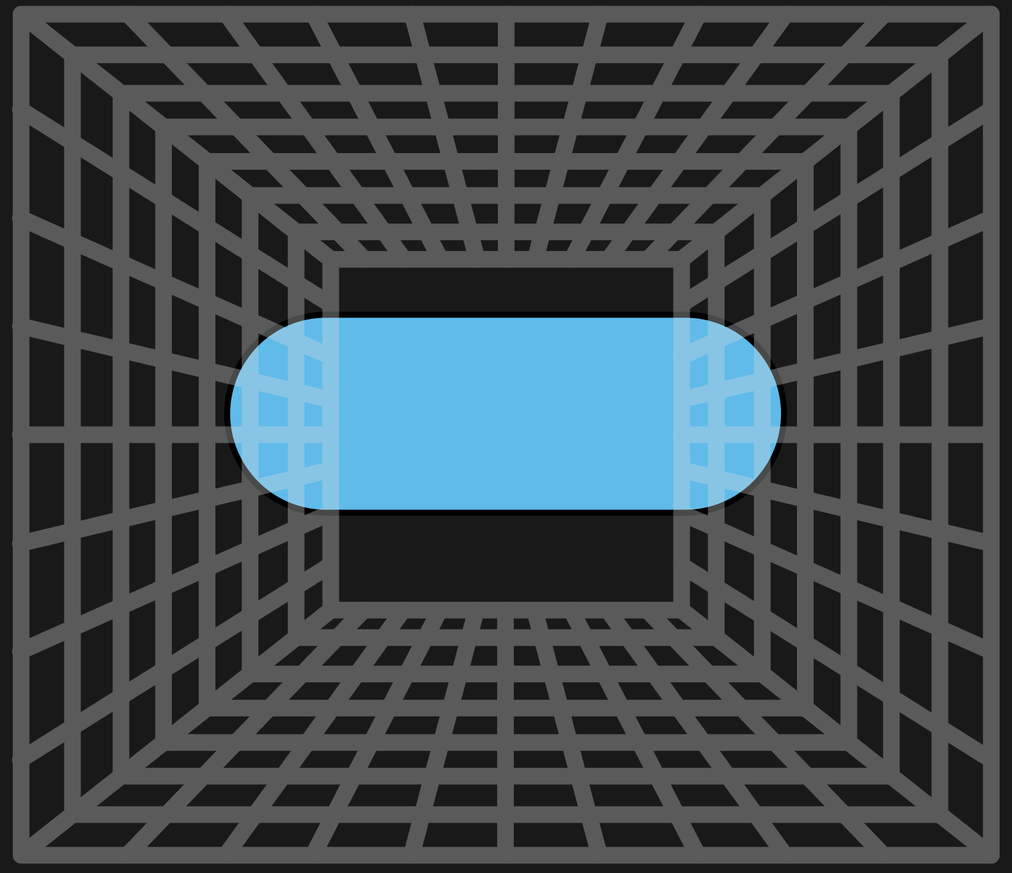
Menakem, R. (2021)

White Supremacy in Practices

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol



Menakem, R. (2021)

The Symptoms

- Participation
- Punishment
- Safety
- Valued
- Disengagement

Hard to swallow

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Theclassroom.com. (2022)
Menakem, R. (2021)

White Supremacy in Culture



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

The Causes

- Empire
- Policies
- Curriculum
- Structures

Hard to swallow

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

DiAngelo, R. (2018)

The Symptoms

- Disengagement
- Exclusion
- Protection
- Role Models

Hard to swallow

DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

DiAngelo, R. (2018)

The Census

1960's	Common Wealth
1970's	Appearance and Assumptions
1981	NO ethnicity recording
1990's	Ethnicity question - tick box.
2000's	Revised more in depth
2011	A truer picture
2021	Race disparity unit

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

National Inclusion



50 years

Laux, R. (2022)

Lost generation

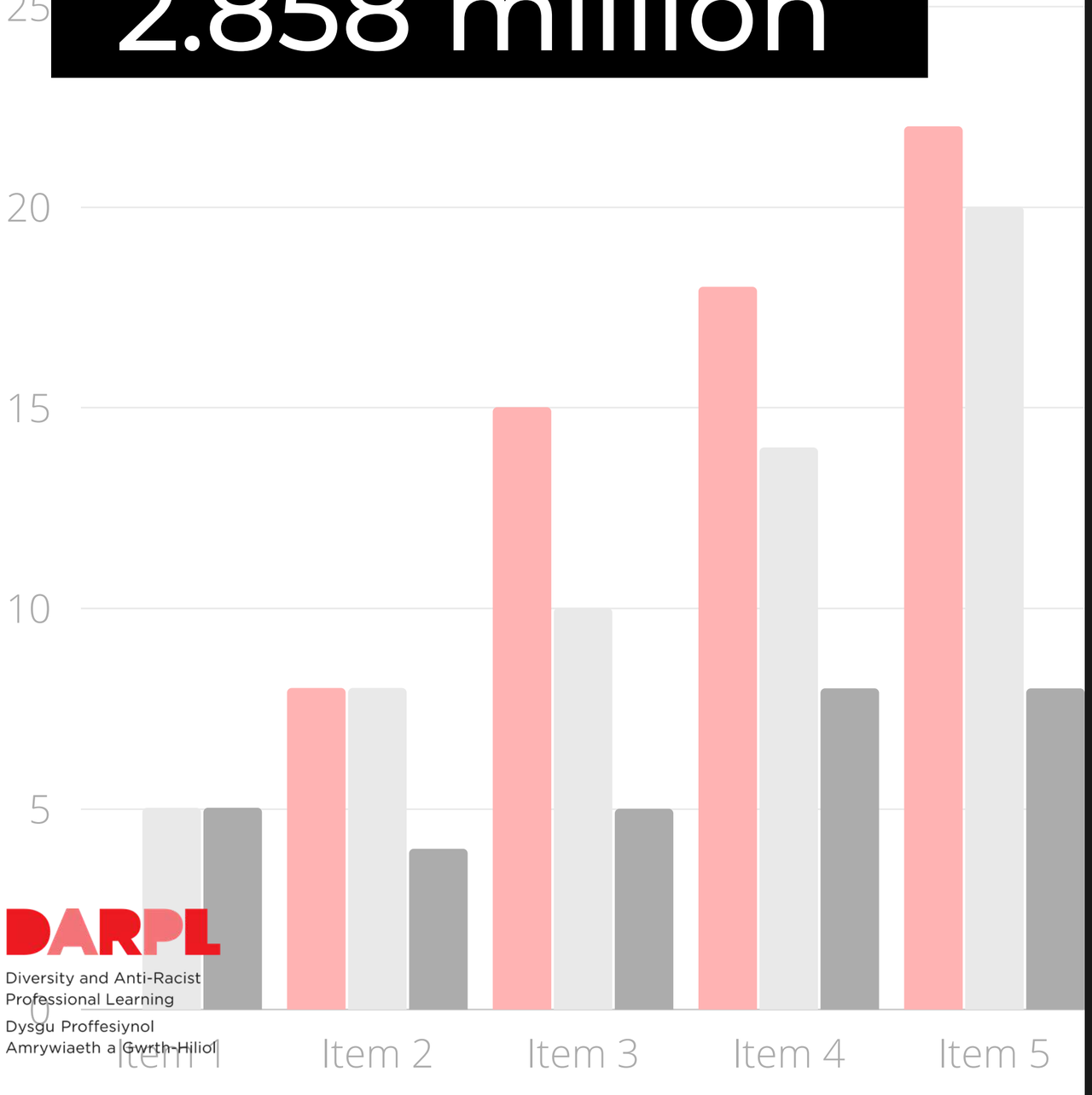


DARPL

Diversity and Anti-Racist
Professional Learning

Dysgu Proffesiynol
Amrywiaeth a Gwrth-Hiliol

2.858 million



DARPL
Diversity and Anti-Racist Professional Learning
Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

1990 no data

Gov.Wales, (2009)

Reviewed in 2009

Improved system of ethnic background categorisation.



Gov.Wales, (2009)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Equity

- Targeting planning and support
- Strengthen ethnicity monitoring
- Identify inequalities
- Monitor Attainment



Gov.Wales, (2009)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Equity

- Valued
- Understanding
- Inclusive (NEW) curriculum



Gov.Wales, (2009)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Why does it matter?



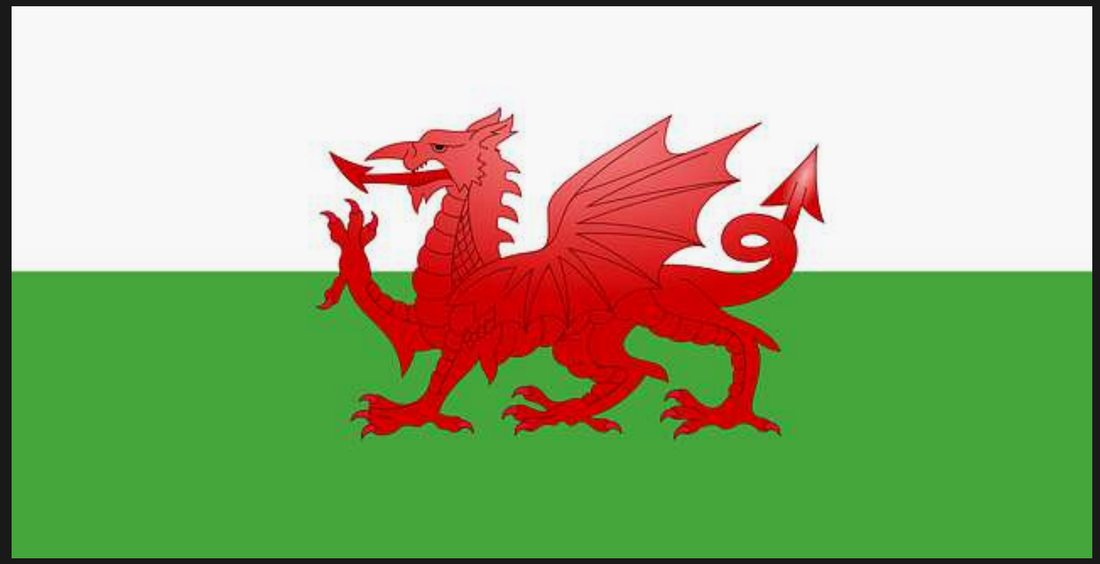
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

3,170,000

Wales 174,900 5.6



DARPL

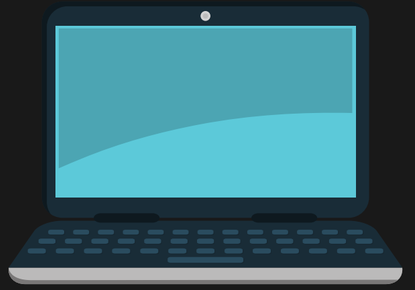
Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Office for National Statistics (2022).

Social conflict theory







Danny Dorling (2015)

(Bourdieu, 1990: 52)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Things to Consider



- What is Race?
- What is Ethnicity?
- What is White Supremacy?
- Why does Equity Matter?

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

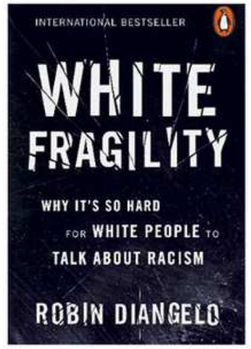
The End of Pa R t One

DARPL

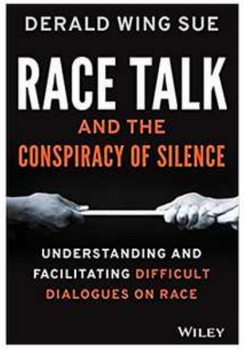
Diversity and Anti-Racist
Professional Learning

Dysgu Proffesiynol
Amrywiaeth a Gwrth-Hiliol

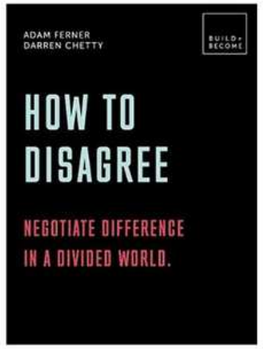
Resources



Accessible research / specific to the US and applicable to the UK / white fragility / whiteness / white supremacy silencing People of Colour /for aspiring white allies



Accessible research / specific to the US and applicable to the UK / white fragility / whiteness / white supremacy silencing People of Colour / racial dialogue



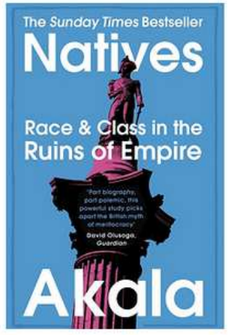
Accessible research / specific to the UK / freedom of speech / racial dialogue / productive debates on challenging topics



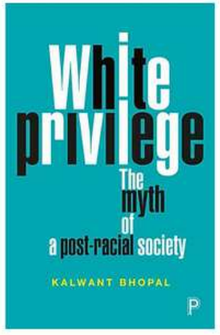
https://www.theantiracisteducator.com/reading



For beginners / accessible autobiography / specific to the UK / anti-blackness / gender / historical roots of racism / for aspiring white allies / whiteness / effective anti-racism



For beginners / accessible autobiography / specific to the UK / anti-blackness / masculinity / class / historical roots of racism / for aspiring white allies / whiteness



Academic research / specific to the UK / whiteness / privilege / fluidity of race/ Gypsy-Traveller / structural inequalities / gender / education / employment

https://www.theantiracisteducator.com/reading

Thank you for listening

Book a session with Donna Ali

Email:info@bexcellence.co.uk

BExcellence

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

References

(2022) Gov.wales. Available at: https://gov.wales/sites/default/files/consultations/2021-03/race-equality-action-plan-an-anti-racist-wales_2.pdf (Accessed: 8 January 2022).
(2022). Available at: https://www.theantiracisteducator.com/reading (Accessed: 8 January 2022).
(2022) Gov.wales. Available at: https://gov.wales/sites/default/files/publications/2018-03/collecting-and-recording-data-on-pupils-ethnic-background.pdf (Accessed: 8 January 2022).
(2022) Theclassroom.com. Available at: https://www.theclassroom.com/effects-racism-schools-8703390.html (Accessed: 8 January 2022).
(2022) Gov.wales. Available at: https://gov.wales/sites/default/files/publications/2018-03/collecting-and-recording-data-on-pupils-ethnic-background.pdf (Accessed: 8 January 2022).
(2022) Gov.wales. Available at: https://gov.wales/sites/default/files/publications/2021-03/black-asian-minority-ethnic-communities-contributions-cynefin-new-curriculum-working-group-final-report.pdf (Accessed: 8 January 2022).
Wales - Office for National Statistics (2022). Available at: https://www.ons.gov.uk/methodology/geography/ukgeographies/administrativegeography/wales (Accessed: 8 January 2022).
Akala. (2021) Natives : Race and Class in the Ruins of Empire. Hodder & Stoughton.
Banton, M. (no date) What we now know about race and ethnicity.
Bourdieu, Pierre (1990) The Logic of Practice, Cambridge: Polity Press.
Burr V. (2003). Social constructionism (2nd Ed.). New York, NY: Routledge
Danny Dorling (2015), Injustice: Why Social Inequality Still Persists. Revised Edition. Bristol: Policy Press, Journal of Social Policy.
Dei, G. and Hilowle, S. (no date) Cartographies of race and social difference.
DiAngelo, R. (2019) White fragility. London: Allen Lane, an imprint of Penguin Books.
Ethnic Groups and Boundaries (2022). Available at: https://books.google.com/books/about/Ethnic_Groups_and_Boundaries.html?id=QaAQAAAAQBAJ (Accessed: 5 January 2022).
Laux, R. (2022) 50 years of collecting ethnicity data - History of government, History.blog.gov.uk. Available at: https://history.blog.gov.uk/2019/03/07/50-years-of-collecting-ethnicity-data/ (Accessed: 8 January 2022).
Kendi, I. (2019) How to be an antiracist.

Please note, these materials have been co-created for DARPL and should not be re-used out of context.

For enquiries contact darpl@cardiffmet.ac.uk

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol