The MatRix

Re -thinking Equity in Education

Part 2.

ED

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

The MatRix

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

Re-cap

Part 1.

- Limbic Brain
- What is Race, Ethnicity and Whiteness
- White Ideology and Supremacy
- Ethnic Categorising
- Social Conflicts

Part 2

- Function of Education
- Behaviours and Attitudes
- Microaggressions
- Schools in Wales
- Representation
- Top 10 tips

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"

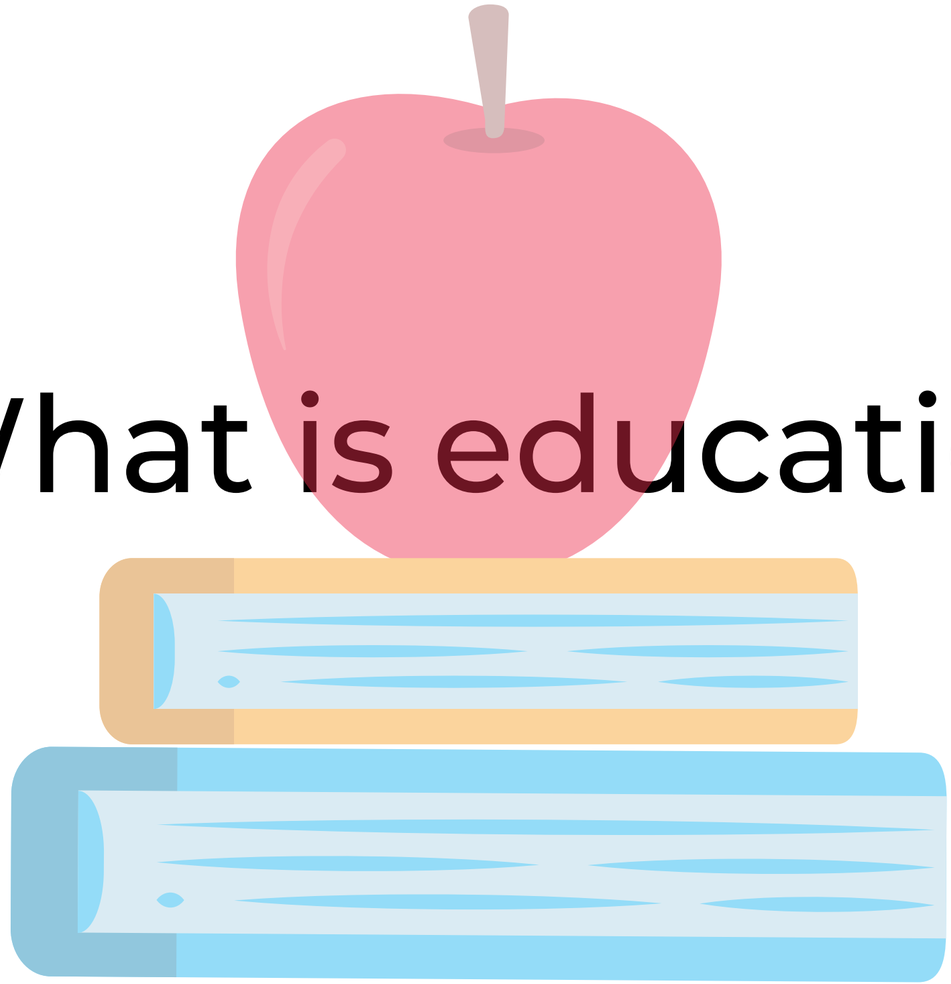
Cambridge Dictionary

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is education?



Write down three primary functions.

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is education?



Click the link below to watch the video clip.

Play the clip from 3:05 - 5:23

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

What is Education?

"Education, does not change society, education changes people, people change society"

Paulo Friera...

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

LEARNING SUPPORT STAFF

Gov.Wales, (2009)

Ask yourself

Do I?

Do I believe, minority pupils might not be as competent as other pupils?

Do I understand what I mean by my definition of competent?

Do I assume minority pupils need extra help?

Do I engage with minority pupils as often as others?

Theclassroom.com. (2022)

Ask yourself

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Am I?

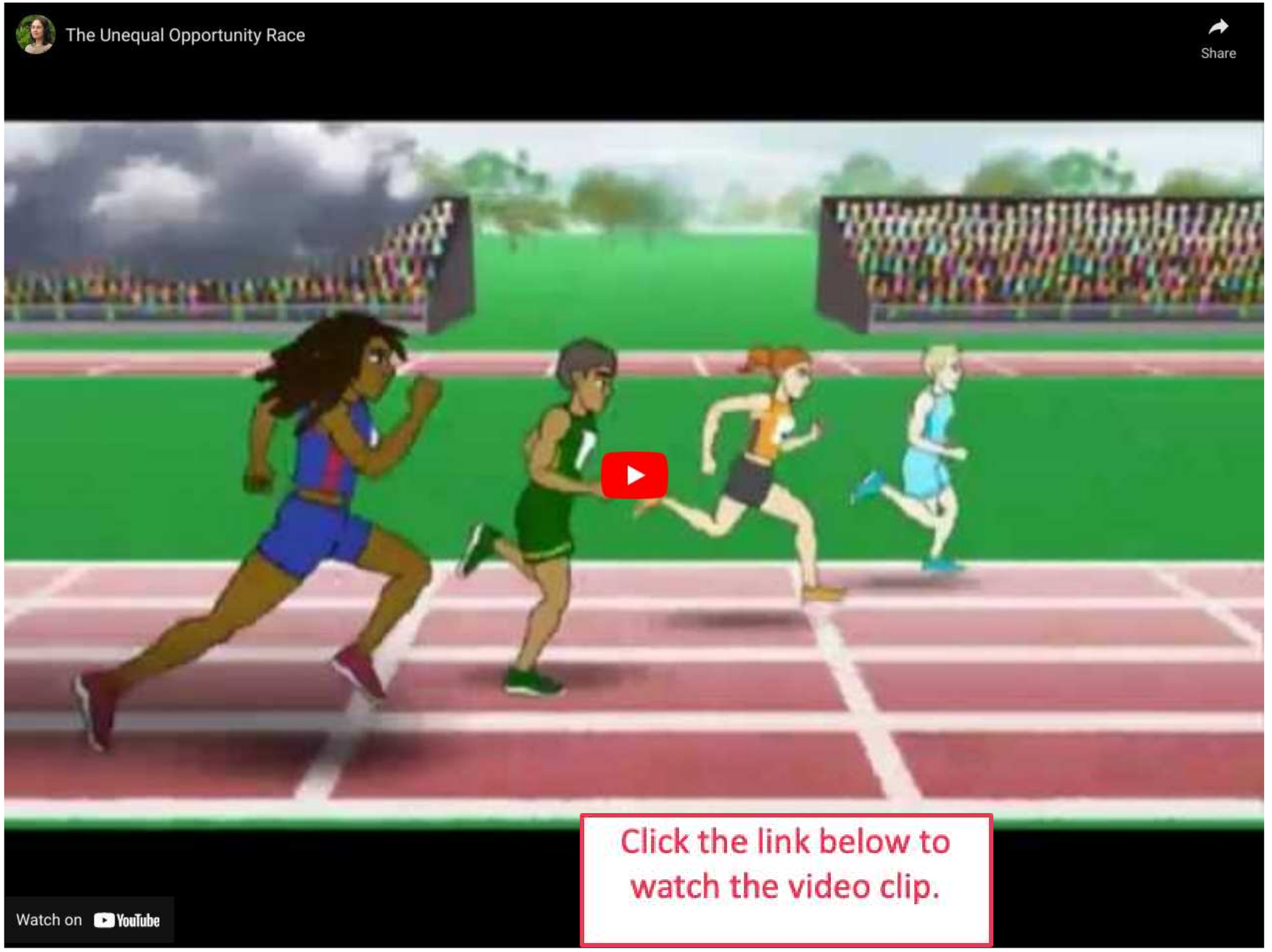
Am I comfortable around minority students?

Am I willing to put the work into understanding more about diverse backgrounds?

Am I competent to work with students of diverse backgrounds?

Am I asking enough questions?

Theclassroom.com. (2022)



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Your Role

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

One to One Support

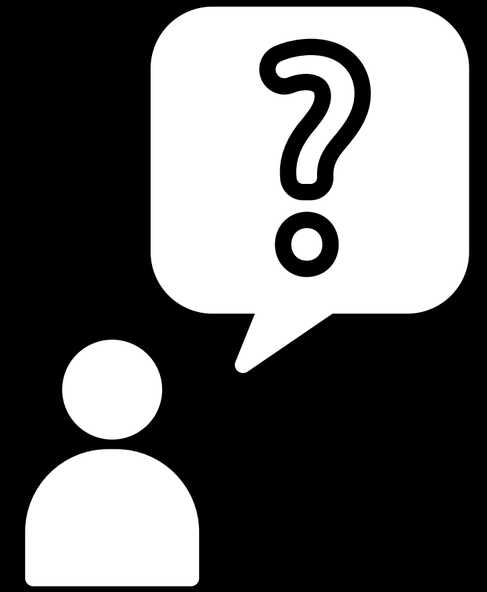


Your Role

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

Cultural Awareness

- Talk to families
- Staff
- On-line



Theclassroom.com. (2022)

Words have power

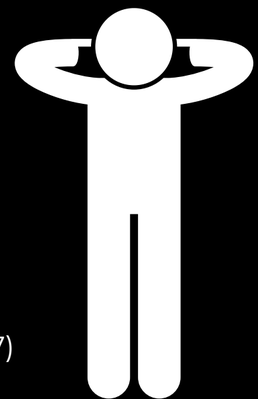
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Microaggressions

- Lack of effort of the pronunciation of names
- Assumptions
- Grouping comments



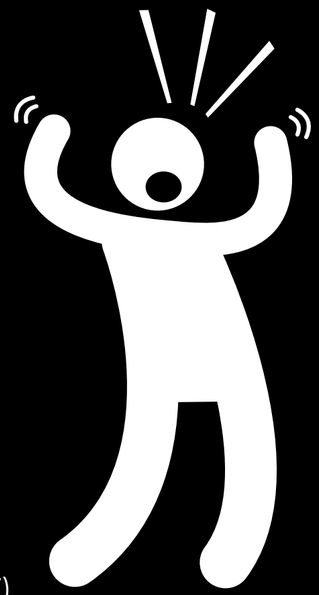
Mahiri, J. (2017)

Actions have Consequences

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

Micro Insult

- Verbal
- Non Verbal
- Overt
- Subtle



Mahiri, J. (2017)

Exclusion is harmful

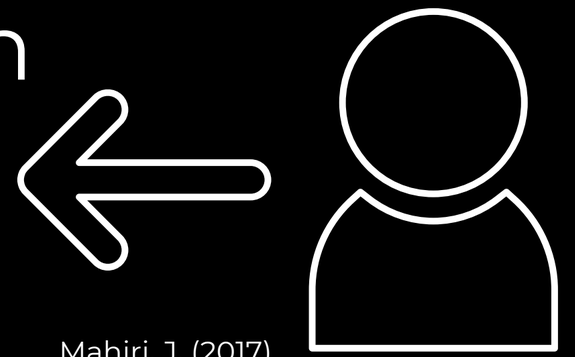
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Micro Assault

- Opportunities
- Pupil of the week
- Listening to view points
- Singled out of tasks
- Isolation
- Exclusion



Mahiri, J. (2017)

Representation Matters

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

Micro Invalidation

- Ignorance
- Insensitive



Mahiri, J. (2017)

The Effects

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

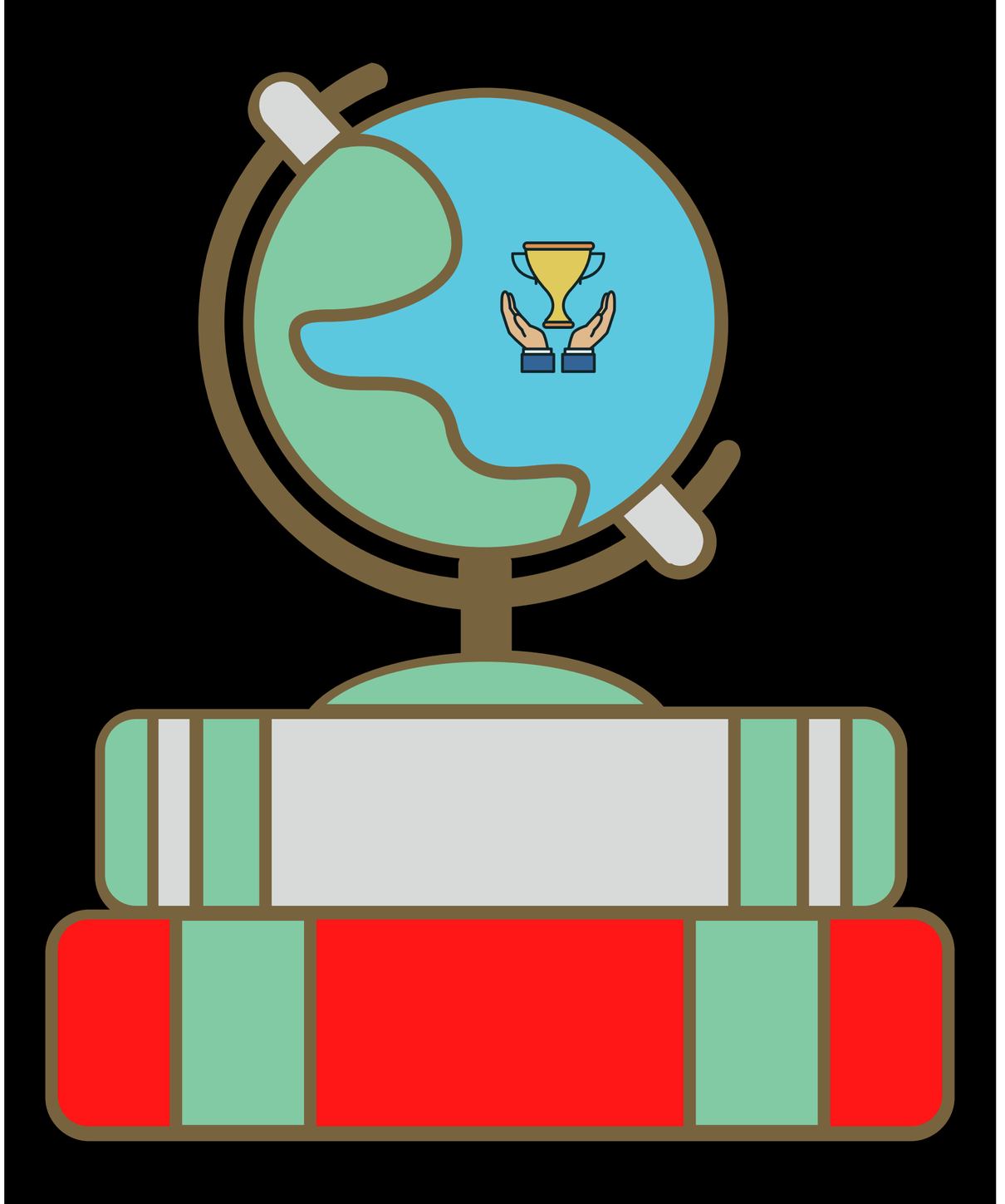


Mental Health
Racial Trauma

Erosion of self esteem
Lack of trust
Self worth
Depression
Anxiety
Stress
Death by a thousand cuts

Akala, (2019) Natives,

Curriculum



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

"Cynefin is a core principle underpinning the new curriculum"

(Williams, 2021, p.53)

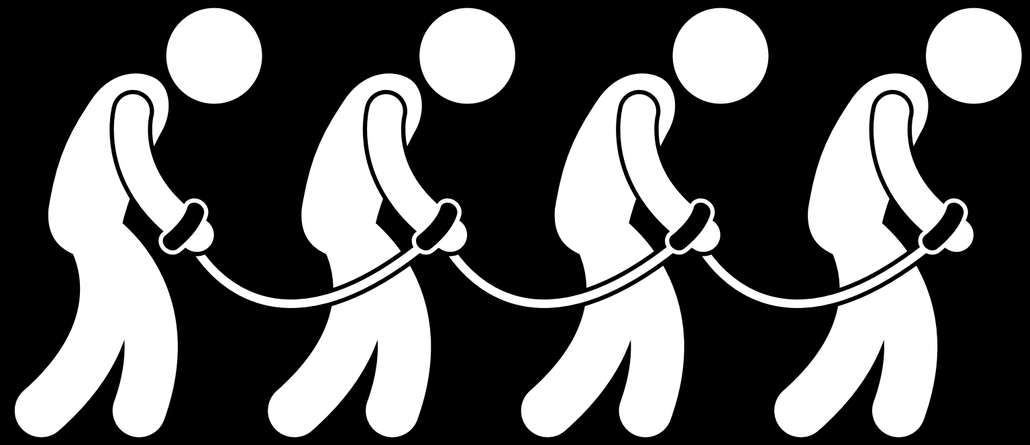
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Default: Slavery

Causes



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Awareness

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

Symptoms

Grouping: terms like "their people"
"Blackness"

Lack of self worth
Self esteem
Embarrassed
Name Calling

Representation Matters

Race Disparity Unit, (2021). The Report. p.74.



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

1985 Swann Report
2000 1% / 2% UK

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

Carrington, B., Bonnett, A., Nayak, A., Skelton, C., Smith, F. Tomlin, R., Short, G., and Demaine, J. (2000) The recruitment of New Teachers from Minority Ethnic Groups, International Studies in Sociology of Education, 10 (1), 3-22

"Teachers claimed that the lack of representation reinforced discrimination and, as a result, serious breaches of inclusion and equality of professional standards, continues to be compromised"

(Williams, 2021, p.40).

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

Learning Support Staff 2003



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

EWC 37,545

1.9%



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

12:1



189:1

261:1

278:1

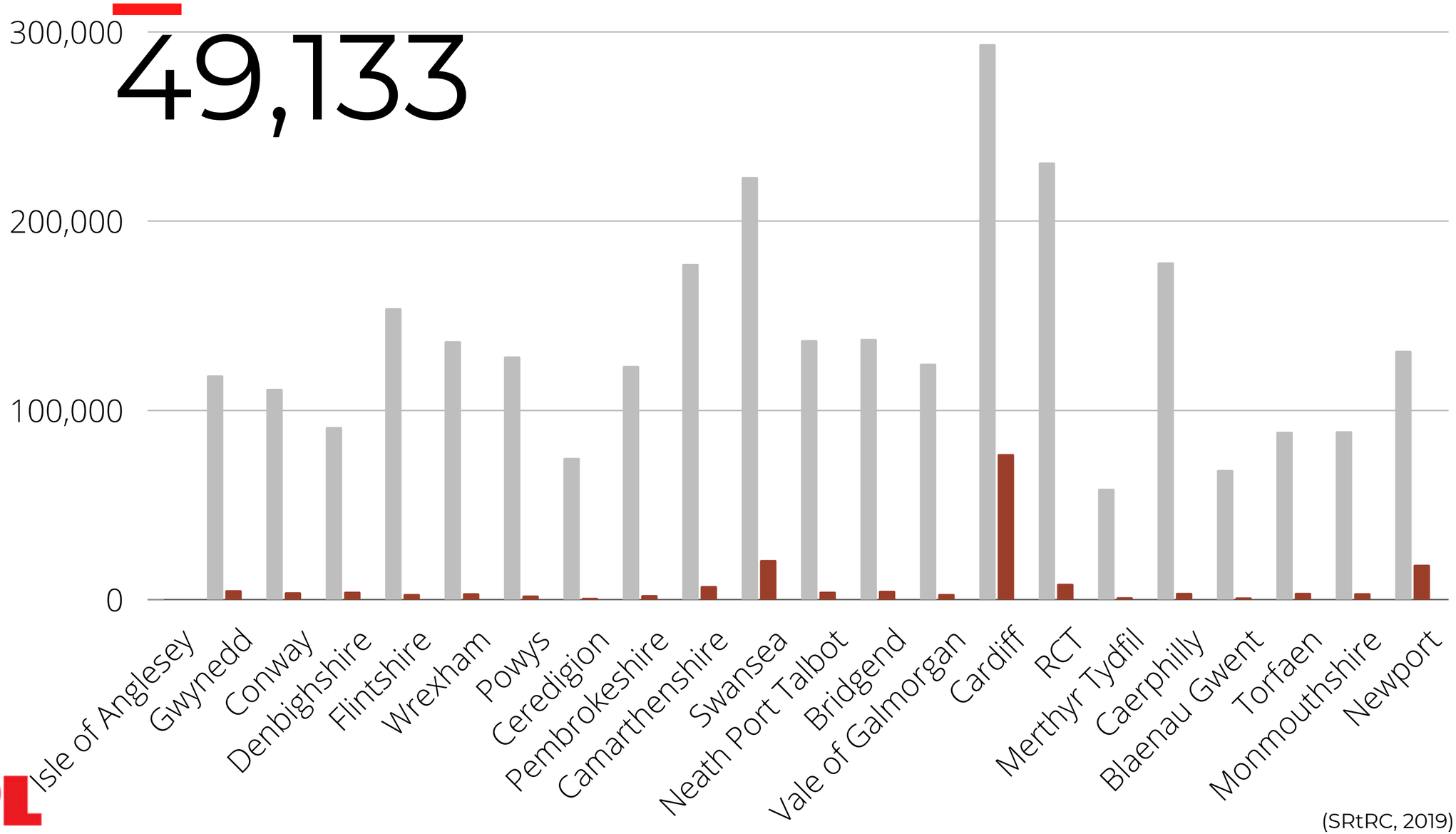
White Qualified Teachers 88% Ratio 12:1

(EWC,2021)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol



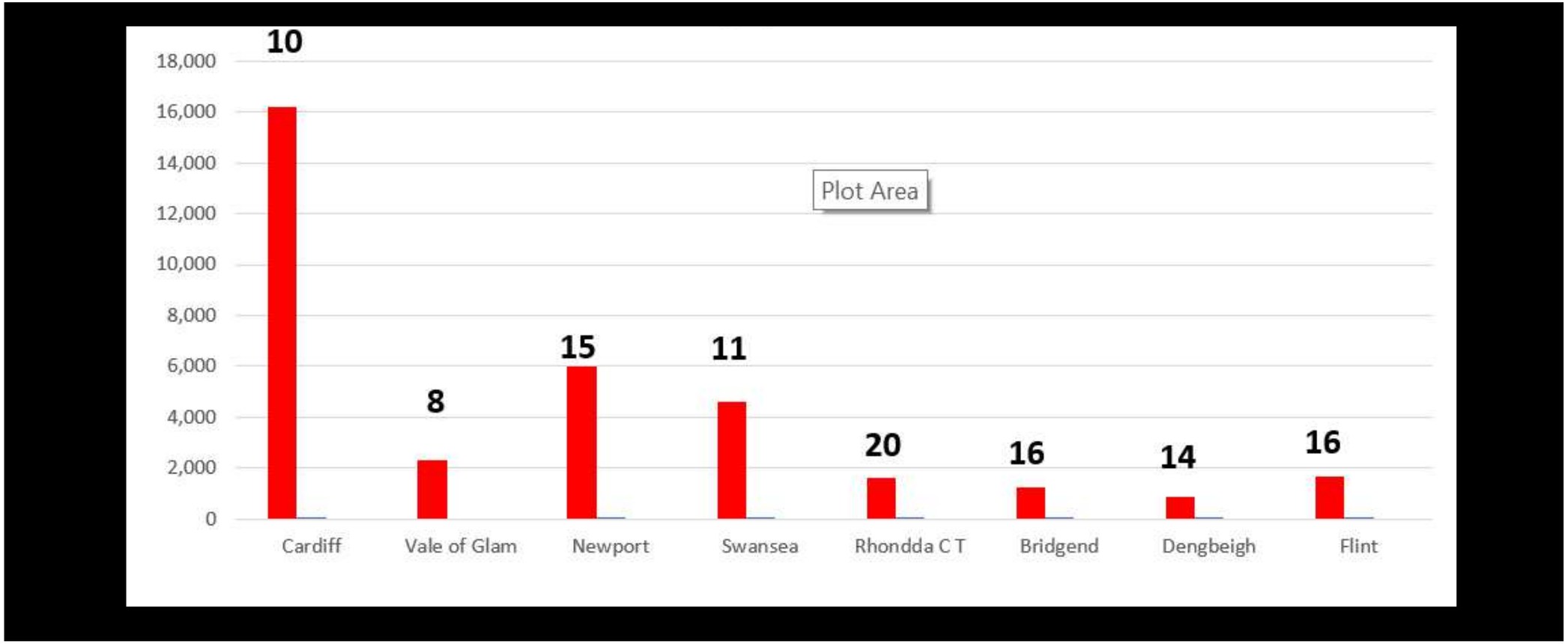
(SRtRC, 2019)

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Racist Reports

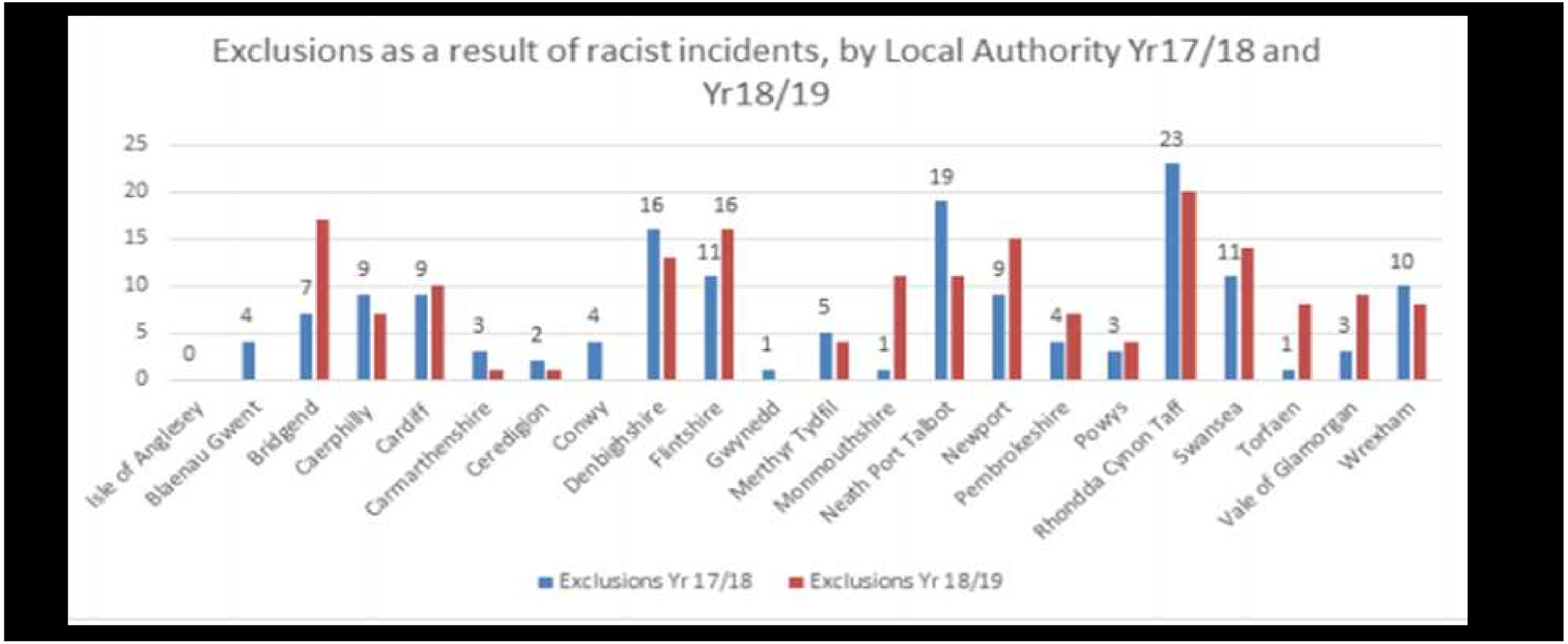


DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Exclusions


Exclusions as a result of racist incidents, by Local Authority Yr17/18 and Yr18/19
25
20
15
10
5
0
0
4
7
9
9
3
2
4
16
11
16
1
5
1
19
9
4
3
23
11
1
3
10
Isle of Anglesey
Blaenau Gwent
Bridgend
Caerphilly
Cardiff
Carmarthenshire
Ceredigion
Conwy
Denbighshire
Flintshire
Gwynedd
Merthyr Tydfil
Monmouthshire
Neath Port Talbot
Newport
Pembrokeshire
Powys
Rhondda Cynon Taff
Swansea
Torfaen
Vale of Glamorgan
Wrexham
Exclusions Yr 17/18
Exclusions Yr 18/19

Anti- Racist Practice

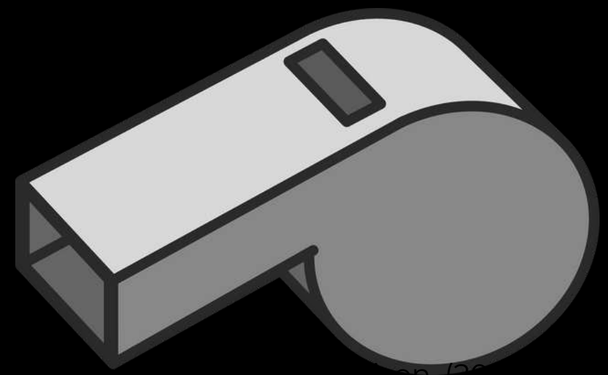
DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Whistle Blowing

- Who
- What
- When
- Where



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

On the Move

Recruitment Agency

- Whistle Blowing
- Anti Racism Policy
- Union

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

School Culture

- Diversity
- Policy
- Curriculum
- Ask Questions



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

Moral

Legal



DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Pof, Gus John (2019)

What can you do?

Encourage Empower Equip

Effective Equitable Involvement

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol



DiAngelo, R. (2018)
Multi-Ethnic Student Affairs (2022).

Don't say I am not racist

I am an anti-racist

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Don't say I don't see colour

Invalidates the experiences of others

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Don't say racism is bullying

Racism is being ignored

DARPL

Diversity and Anti-Racist
Professional Learning

Dysgu Proffesiynol
Amrywiaeth a Gwrth-Hiliol

Be intentional in the books and resources you use

Use positive examples

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Be more than culturally aware

Learn to be culturally competent

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Be purposeful in classroom group work

Create diverse teams

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Speak with people from diverse backgrounds

Join in conversations, attend workshops - events

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Do not generalise about racialised groups

Learn about others,with humility

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Your role as an educator is to "humanise" pupils

Lead with empathy, compassions and understanding

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

Diversity is not enough

It is about

EQUITY!

DARPL

Diversity and Anti-Racist Professional Learning

Dysgu Proffesiynol Amrywiaeth a Gwrth-Hiliol

References

10 Ways To Be Anti-Racist | Multi-Ethnic Student Affairs (2022). Available at: https://mesa.umich.edu/article/10-ways-be-anti-racist (Accessed: 9 January 2022).

Bourdieu, P. et al. (no date) Forms of capital.

DiAngelo, R. (2019) White fragility. London: Allen Lane, an imprint of Penguin Books.

Freire, P. (1985) The politics of education. [Granby], Mass.: Bergin & Garvey.

Freire, P. et al. (no date) Education, the practice of freedom.2022)

JOHNSTON, R. (2015) "Danny Dorling (2015), Injustice: Why Social Inequality Still Persists. Revised Edition. Bristol: Policy Press, £9.99, pp.473, pbk.", Journal of Social Policy, 45(1), pp. 176-179. doi: 10.1017/s004727941500063x.

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

Mahiri, J. (2017) Deconstructing race.

Theclassroom.com. Available at: https://www.theclassroom.com/effects-racism-schools-8703390.html (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).

Whistleblowing | Disputes and grievances | UNISON National (2022). Available at: https://www.unison.org.uk/get-help/knowledge/disputes-grievances/whistleblowing/ (Accessed: 18 January 2022).

Resources

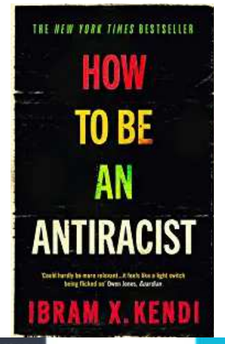
- The SHARP sytem (www.thesharpsystem.com)

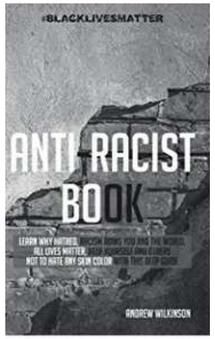
- Show Racism the Red Card (www.srtrc.org.uk)

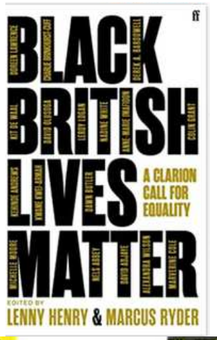
- Rewind (www.rewind.org.uk)

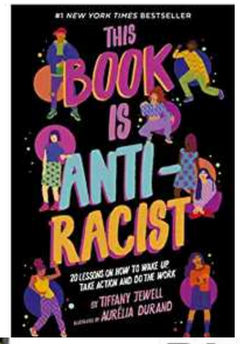
- Actorshop (www.actorshop.biz) - Theatre workshops to educate students on a number of different topics

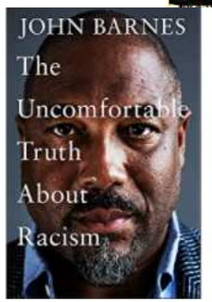
- SEAL (Social and Emotional Aspects of Learning) (http://nationalstrategies.standards.dcsf.gov.uk/inclusion/behaviourattendanceandseal/seal)
https://www.sph.umn.edu/site/docs/hewg/microaggressions.pdf



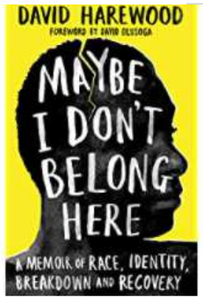






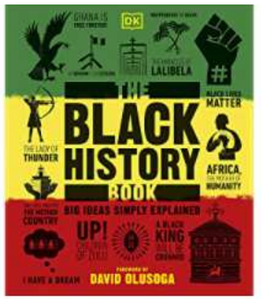












Thank you for listening

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

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