



What is anti-racism?

Beginning "The Conversation"



SESSION AIMS:

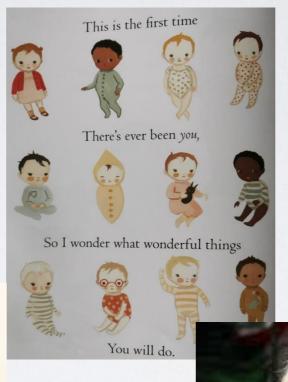
- To begin the positive conversation around race
- To develop an understanding of the term 'antiracist' on a multidimensional scale
- To discuss positive strategies for supporting children to understand race, equality and inclusion
 - To share school and partnership next steps



THE 'WHY?'









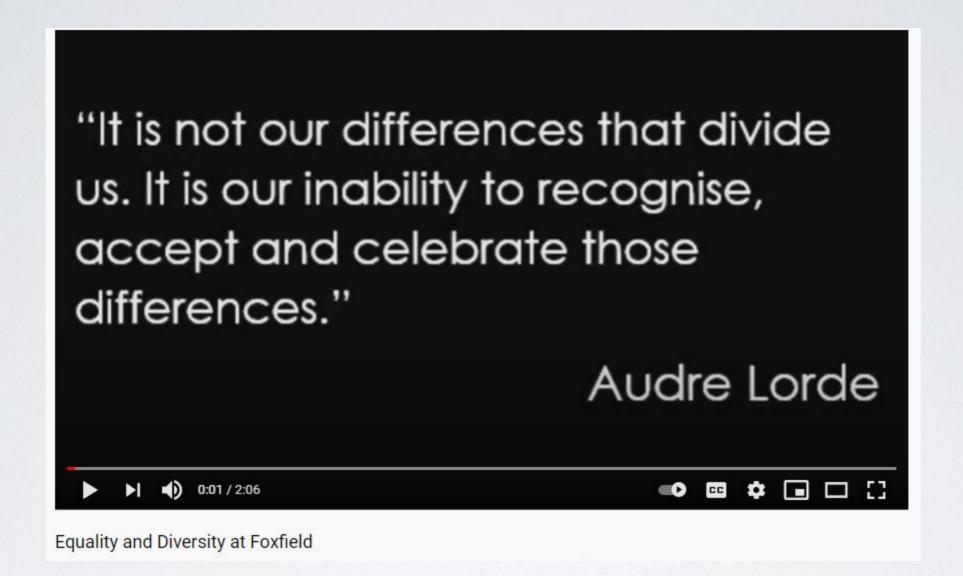


As early as 6 months old, the brain can recognise differences based in race and appearance.

At just 2 years old, children begin to internalise racial bias and make decisions based on their understanding and interpretation of these By age 12, research suggests that biases, stereotypes and prejudices can become mostly 'fixed'

THE 'WHY?'





https://www.youtube.com/watch?v=I36-jHjg-I

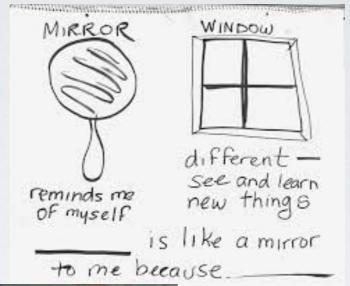


OUR CURRICULUM

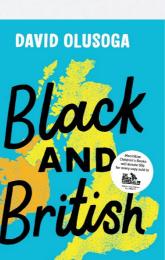


Currently were are...









A short, essential history



Princess Sophia Dhuleep Singh selling "The Suffragette" outside Hampton Court Palace, where she has a suite of apartments.

EQUALITY AND DIVERSITY WORKING PARTY



"At Rockliffe Manor, relationships are at the heart of what we do."

EQUALITY AND DIVERSITY WORKING PARTY



Our priorities are...

- To develop language to build meaningful, continuing conversations around diversity, equity and equality
- To grow confidence levels of all stakeholders through regular meaningful engagement
- To develop an evidence, base of qualitative and quantitative data to inform impactful connections with the wider community

WHAT IS 'ANTIRACIST'?



Anti-racism refers to a form of action against racial discrimination, bias, systemic racism, and the oppression of marginalized groups.

Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color

HISTORY POLICIES PRACTICES PRIMING, ASSOCIATIONS For Example: · Voting Rights FHA Loans Residential segregation Access to education, green space, resources, safety, healthcare, etc. Jobs, hiring and advancement **Implicit Bias** Structural Racism WEQUITABLE OUTCOMES & RACIAL DISPARITIES

Race is created to justify enslaving people from Africa (economic engine of country)

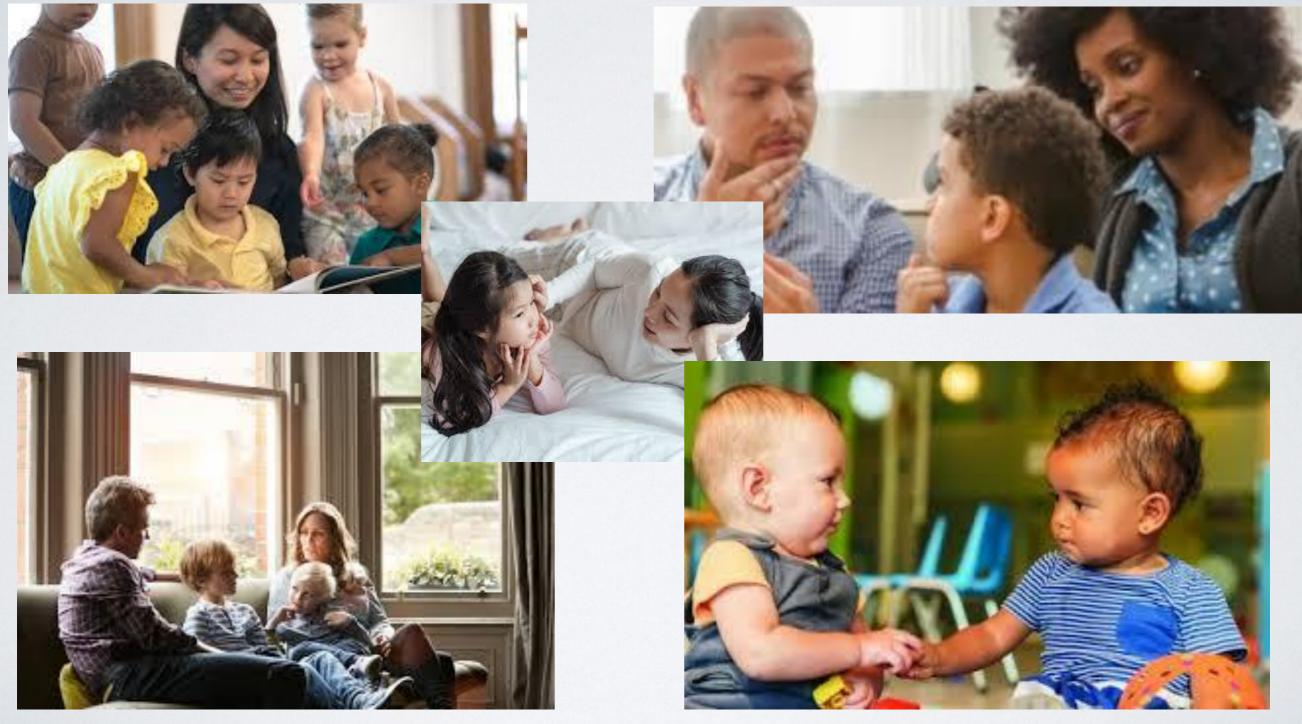
Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political advantage to people called "white," and unearned disadvantage to people of color

National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality

BARRIERS TO TALKING ABOUT RACISM





Collaboration matters Excellence in everything Community first Equity for everyone Continuous growth

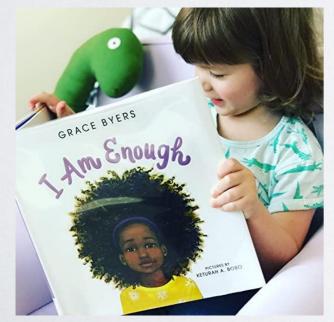


Acknowledge

Let your child/ children know that it's perfectly okay to notice skin colour and talk about race. Start talking about what racial differences mean and don't mean.

Possible script: "Well done for noticing..." "Yes, you are right there is a difference in.." "Would you like to know more about ..."







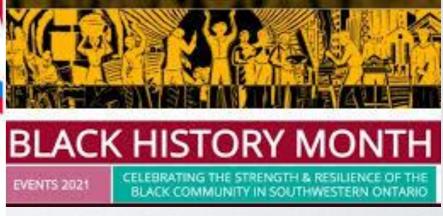


Encourage

Encourage your child to ask questions, share observations and experiences, and be respectfully curious about race.

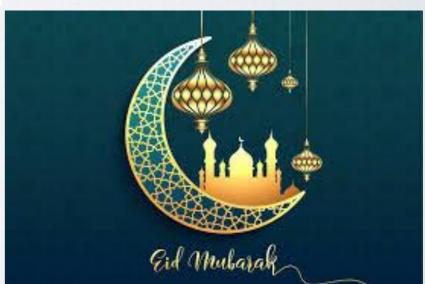












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Model

What children hear from us is less important than what they see us do.





You are a role model to your child. What you say is important, but what you do - the diversity of your friendship circle, for example - is likely to have a bigger impact.





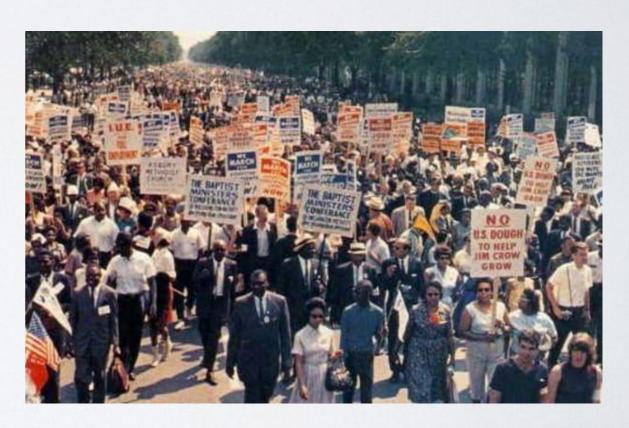
Connect

Talk about the histories and experiences of the racial, ethnic, and cultural groups you and your family identify with. Talk about their contributions and acknowledge the less flattering parts of those histories as well.

13th Amendment

Section 1. Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

Section 2. Congress shall have power to enforce this article by appropriate legislation.





Share

Be honest with your child, in age-appropriate ways, about bigotry and oppression.

Be sure your child knows that the struggle for raci fairness is still happening and that your family can take part in that struggle.









Anti-racism is a verb





Do the work to understand + overcome your own biases.



Make sure the books, shows, and movies you share with your children are racially representative.



Buy dolls that are representative of all races. Talk about differences in skin color and where they come from.



Pay black parents and educators who have taken the time to create resources for you.



Share the work of black authors, artists, and scientists with your kids.



Let your children see you speak out against racist comments again, and again, and again. Believing your child teaches them to believe other people

Validating your child's feelings teaches them to validate the feeling of others

THE WAY YOU PARENT IS ANTI-RACISM WORK Sitting with your child and teaching them to process big feelings helps them sit with the big feelings of others

Kristen Coggins

Honoring your child's humanity teaches them to honor the humanity of others

Connecting with your child teaches them how to connect with other people

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Challenge

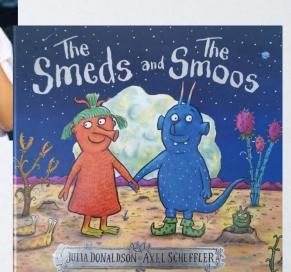
Don't be a "bystander" on race. Help your child understand what it means to be, and how to be, a change agent.

Whenever possible, connect the conversations you're having to the change you and your child want to see, and to ways to bring about that change.

It's okay to say, "I'm not sure" or "Let's come back to that later, okay?" But then do

come back to it.





WIDER READING FOR ADULTS



Our leadership team and staff at Foxfield have been reading a variety of texts to support our professional development.



WIDER READING FOR CHILDREN



Children should be exposed to books that celebrate diversity, demonstrate visibility and representation of characters that reflect our community.



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How to Raise Anti-racist Children Beginning "The Conversation"



"To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness."

IBRAM KENDI

"How to be an Antiracist"

If you would like to contribute or have any questions about this please contact the working party through info@rockliffemanor.greenwich.sch



"To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness."

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"How to be an Antiracist"