What is anti-racism?

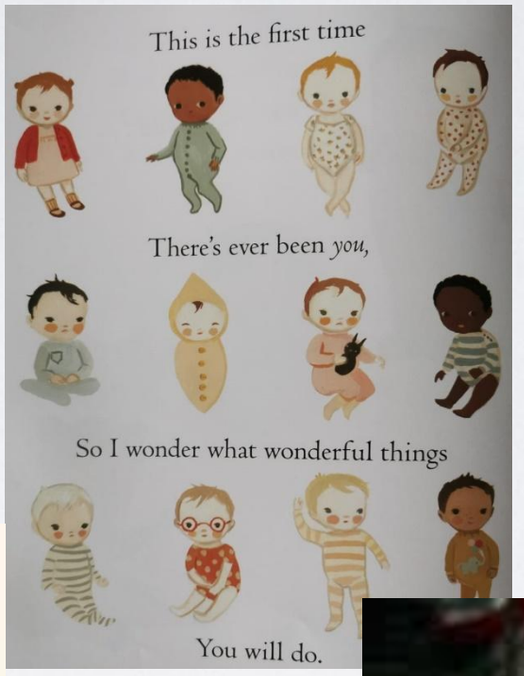
Beginning “The Conversation”

Inspire Partnership

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’

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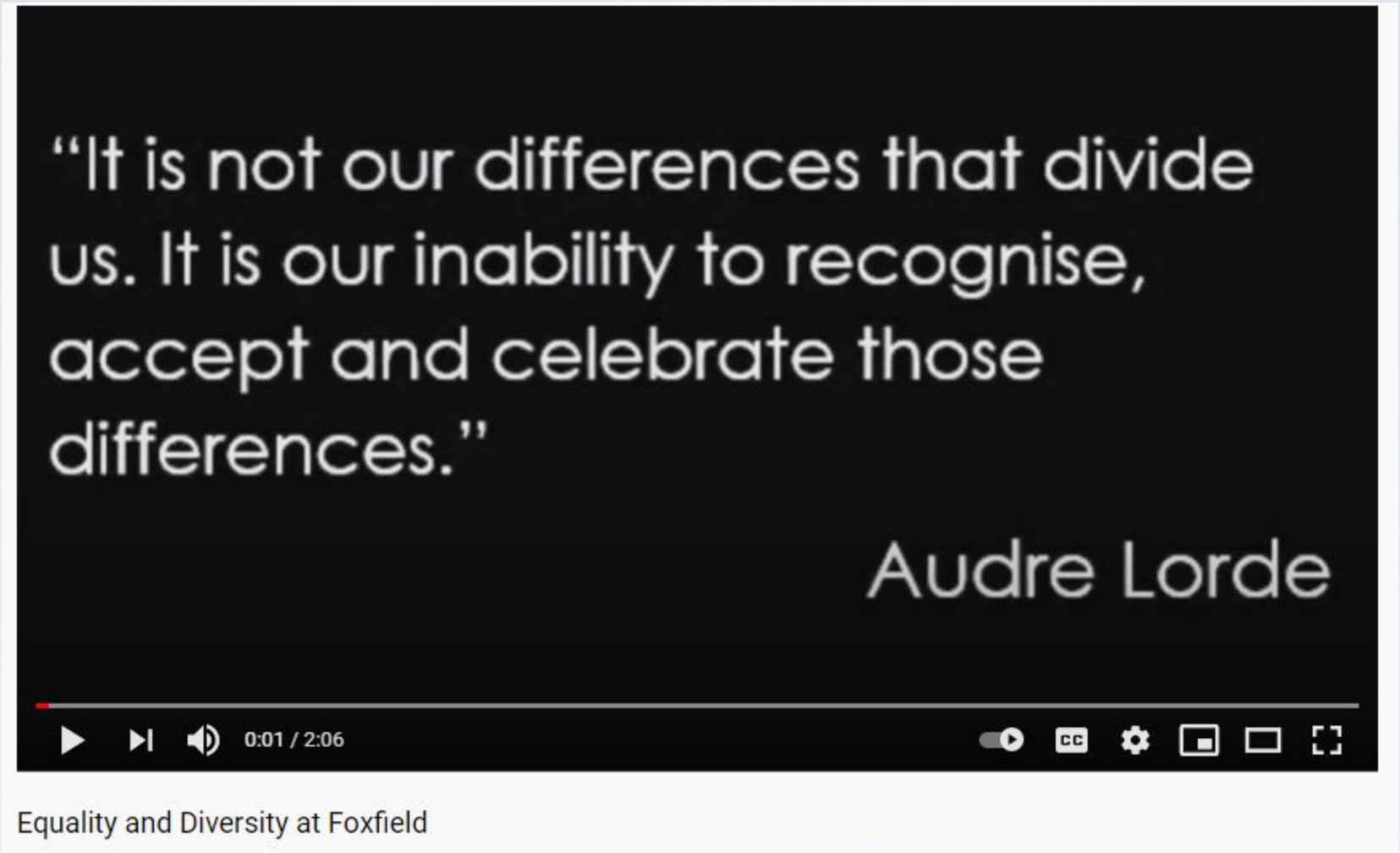
THE ‘WHY?’



https://www.youtube.com/watch?v=136-jHjg-IA

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OUR CURRICULUM

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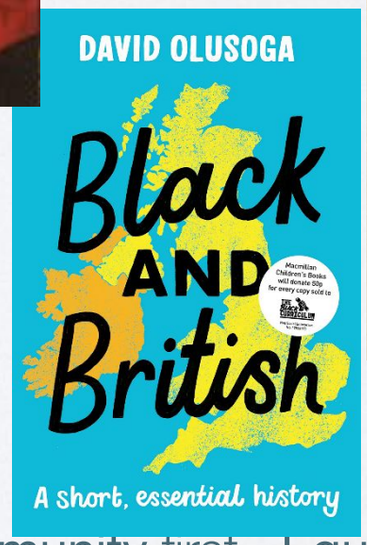
Currently were are...



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

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EQUALITY AND DIVERSITY WORKING PARTY

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

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EQUALITY AND DIVERSITY WORKING PARTY

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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'?

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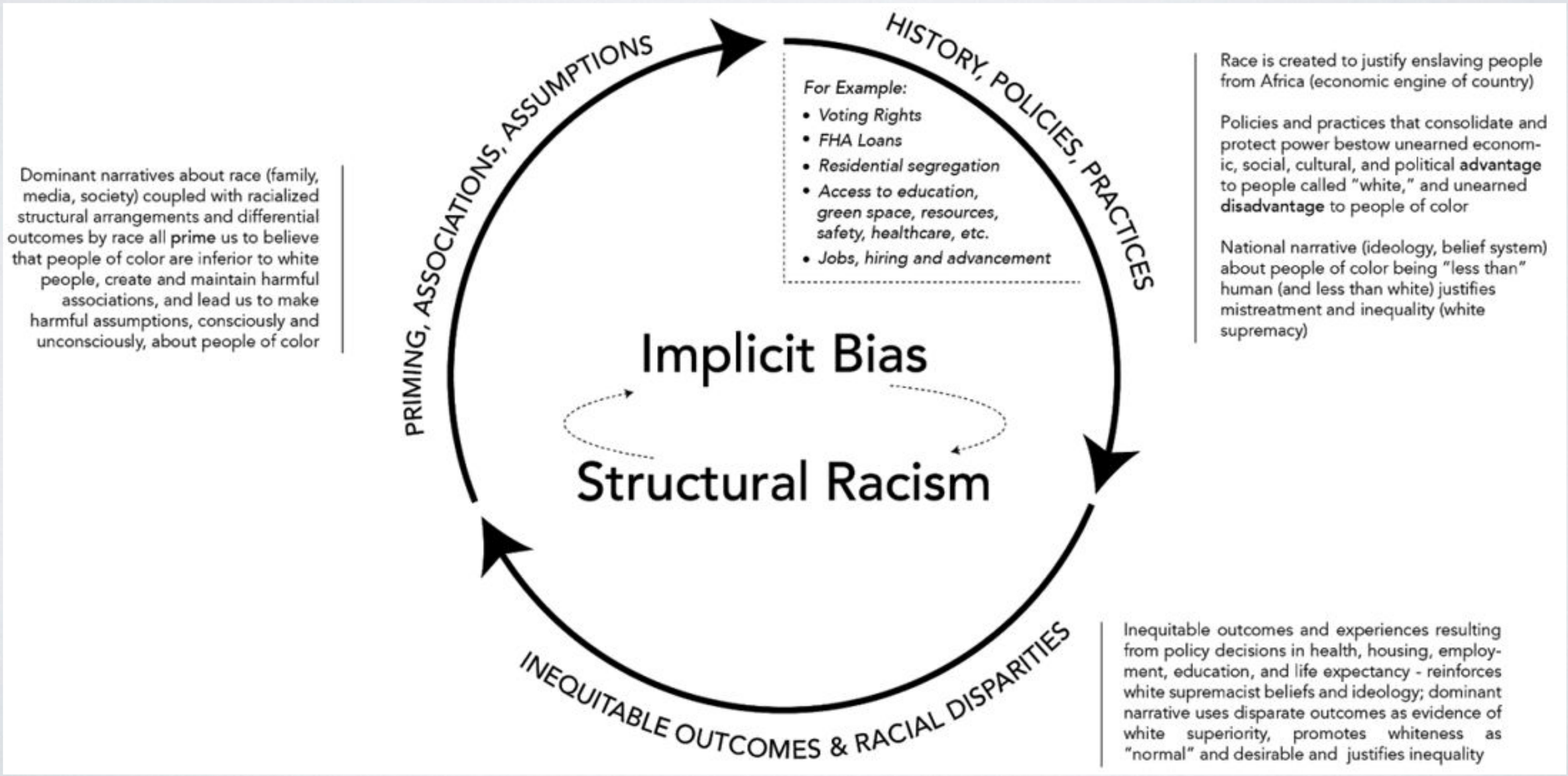
Anti-racism refers to a form of action against racial discrimination, bias, systemic racism, and the oppression of marginalized groups.



BARRIERS TO TALKING ABOUT RACISM

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STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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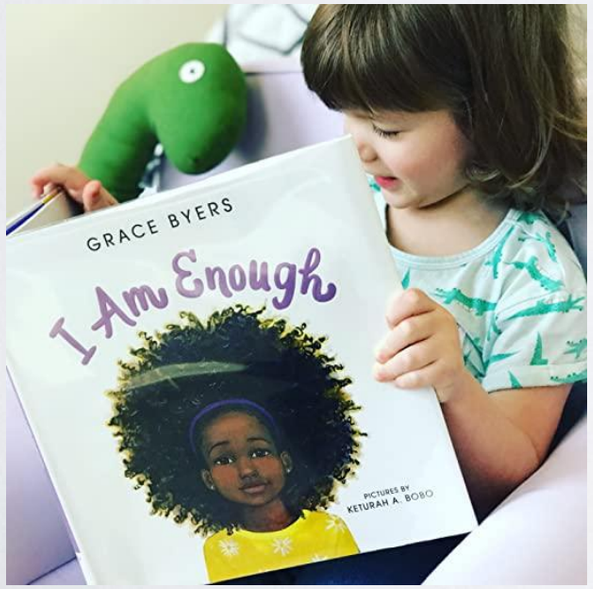
- **Acknowledge**

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..."



STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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- **Encourage**

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

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STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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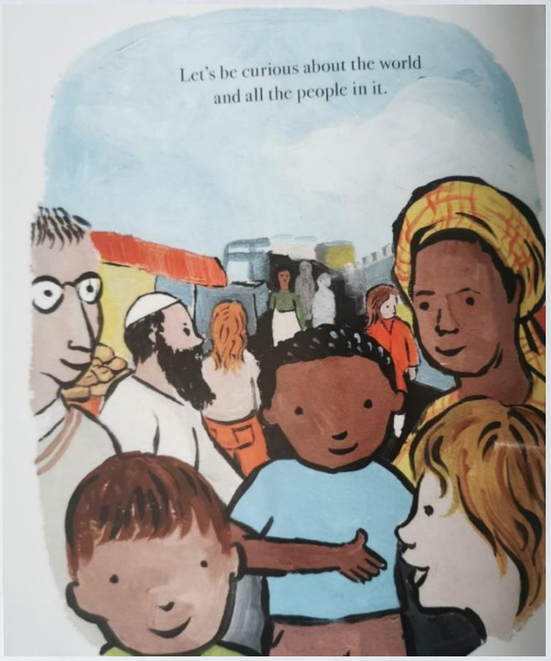
- **Model**

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.

STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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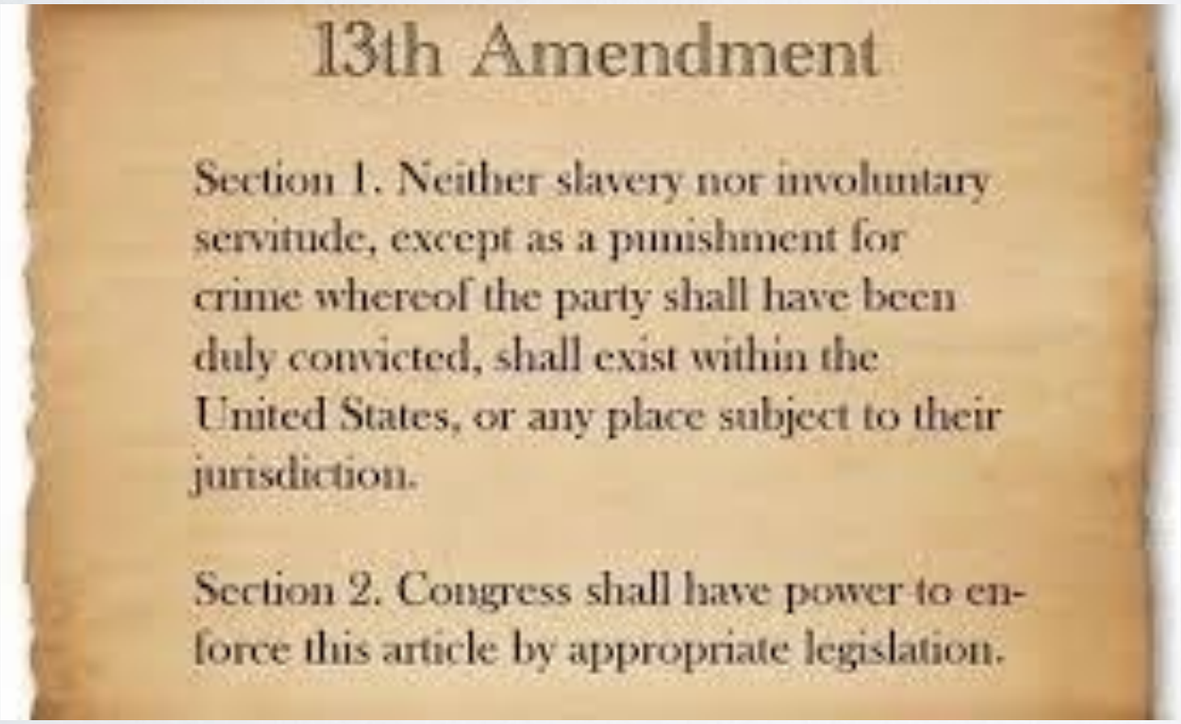
- **Connect**

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.

STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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- **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.

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STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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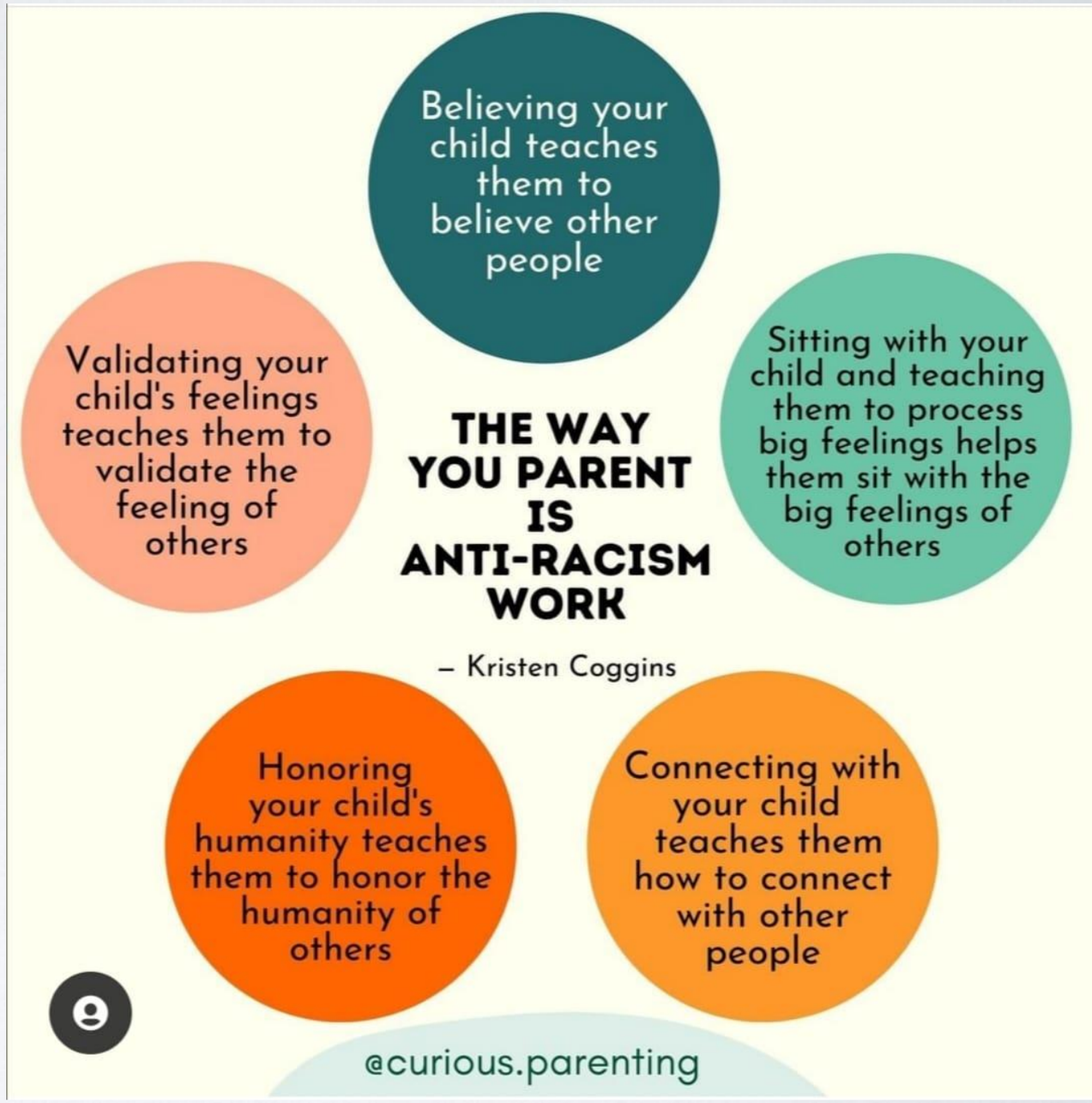
- **Anti-racism is a verb**



STRATEGIES FOR MODELLING ANI-RACIST BEHAVIORS

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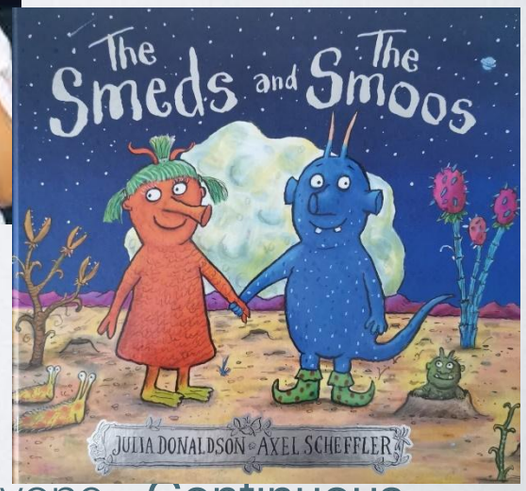
- **Challenge**

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.



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WIDER READING FOR ADULTS

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

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WIDER READING FOR CHILDREN

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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

Inspire Partnership

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

Inspire Partnership

"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"