



# Anti-Racism

Cultivating an  
Anti-Racism approach in  
our classroom

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# What is Anti-Racism?

Please use the QR code below to give us your view.



What is anti-racism?  
1 response



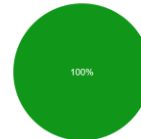
- It is a process that involves actively identifying and opposing racism.
- It is a proactive approach aimed at identifying and challenging racial discrimination.
- It is an ongoing process of education and self-reflection.
- All of the above

# What does it mean to be Anti-Racist?

Please use the QR code below to give us your view.



What does it mean to be anti-racist?  
3 responses



- To take part in events that are designed to combat racial injustice.
- To discuss the effects of racism, with your students colleagues, family and friends.
- To seek diversity in your life. It helps to understand and combat racist beliefs.
- All of the above.



# *The Purpose of Anti-Racist Education*

- Understand that 'race' is a social construct.
- Ensure every child feels valued as an individual in a learning environment that is safe and inclusive.
- Help everyone feel empowered to stand up to racism together.
- Improve relationships between children and young people.
- Create learning opportunities that balance British and European perspectives with global perspectives.
- Assist learners to become an ally and not a bystander and to become confident and active citizens for racial justice.



# *The Purpose of Anti-Racist Education*

- Learning opportunities should challenge and address outdated and harmful stereotypes and misinformation.
- Reduce the development of prejudice and biases.
- Increase empathy and a sense of shared humanity.
- Support schools and settings to proactively prevent and address racism experienced by children, young people, staff, parents, carers and members of the wider community.
- Break the cycle of racial inequity.



# *Building Racial Literacy for Staff*

## Anti-Racism in Education Programme

- Curriculum Reform
- Racism and Racist Incidents
- Diversity in the teaching profession and education workforce
- Education Leadership and Professional Learning



# *Building Racial Literacy for Staff*

## **Anti-Racist Curriculum Principles**

Guiding Principles emerging from the Scottish Government's Anti-Racism in Education Programme (Curriculum Reform)

*BREAKING THE MOULD:*

*Our Curriculum must be an Anti-Racist Curriculum.*



# *Building Racial Literacy for Learners*


- Foster a supportive and safe environment to have those vital discussions.
- **Speak about Identity.**
- Address and celebrate important events.
- **Make the anti-racism approach a continual part of our curriculum.**
- Ask questions and discuss children's views, curiosity and misconceptions.
- **Acknowledge unfair behaviour in the classroom.**





# Pupil Voice


## Anti-Racism across All Subjects



"When discussing racism through various subjects in schools, teachers should be aware of the resources they select. Some texts could be hurtful or for black students and students of colour and they may not feel comfortable sitting through this."

"We want to learn about the origins of mathematics in relation to Arabian history. We want to see various forms of art from across the world. We want to see Black people and People of Colour in books, videos and poems."

## Confidence to talk about race



"School staff should have opportunities to develop their skills in navigating conversations about racism and racist incidents."

"This would make us feel a lot safer and would make students more likely to report a racist incident instead of keeping it to themselves."

A supportive workforce



# *Some Ideas to help implement an anti-racist curriculum*

- Anti-Racist Clubs
- Anti-Racist Ambassadors
- Showcase learning on Anti-Racism
- Diversity Novels
- <https://www.antiracisted.scot/>



# *Impact of Racism: Race-Related Trauma from a teacher or staff perspective*

## **What is Racial Trauma?**

Racial trauma or race based traumatic stress, is the cumulative effects of racism on an individual's mental and physical health. It has been linked to feelings of anxiety, depression and suicidal thoughts, as well as other physical health issues.



# *Impact of Racism: Race-Related Trauma from a teacher or staff perspective*

## **Microaggressions**

"Everyday verbal, non-verbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership" (Sue et al 2019).

<https://www.meenamachina.com/all-the-little-things>



# *International Guest Speaker*



# *Let's Support Each Other On Our Anti-Racism Journey*

Please use a post-it note to write one strategy/plan, or anti-racist approach that you already implement, or plan to implement in your classroom/environment after this session.



If you think you are too small **to make a difference**, try sleeping in a room with a mosquito.



*Thank You*

