

# Racism, Misogyny & Safeguarding

Debbie Innes

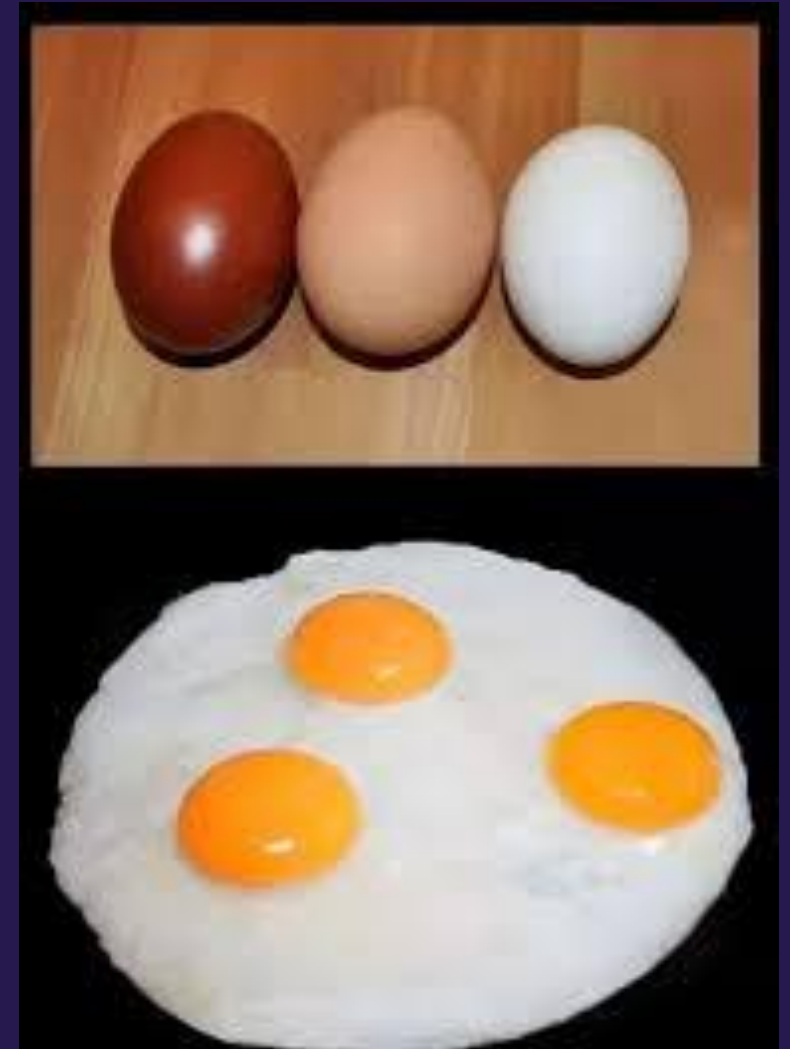
Debbie Innes Safeguarding

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Misogyny is defined as a 'hatred of, aversion to, or prejudice against women' and 'the belief that women are a lesser gender than men and should always remain a lower status than men'

Racism is 'prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.'



Microaggression

Bias

Patriarchy

Systemic

Safeguarding

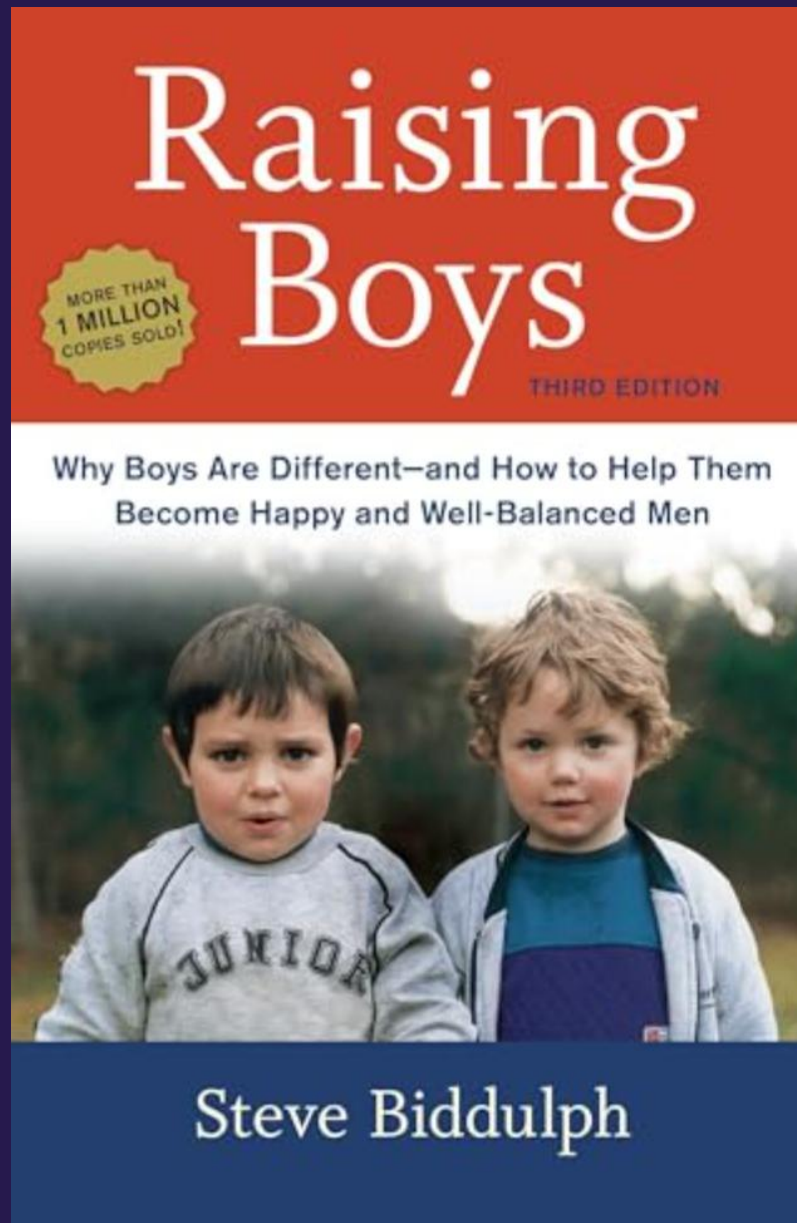
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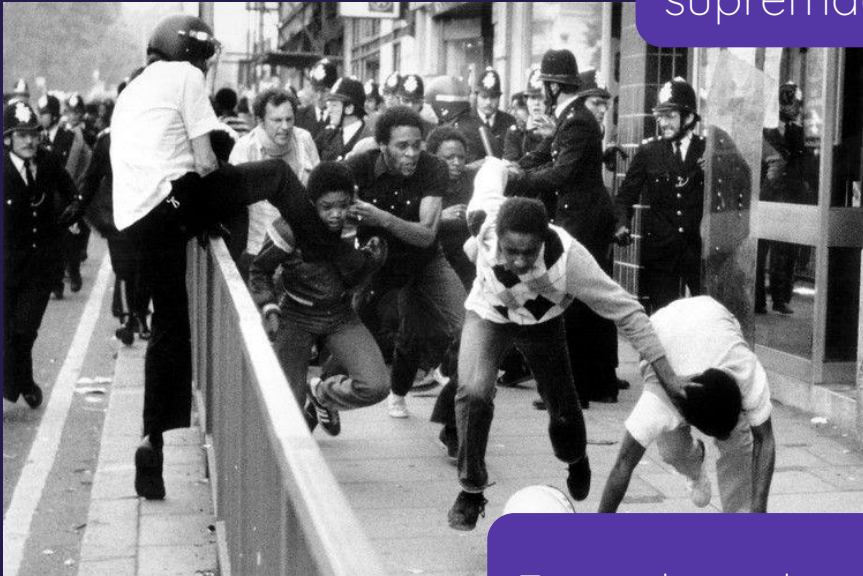
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# Racist challenges faced by Black and Ethnic Minority People

Segregation as a result of racist  
estate agents and landlords



White  
supremacy/Ethnocentrism



Far right violence

Pathologisation of Black/ Asian  
individuals and Families



Institutional racism

Racist immigration laws





'Hugely important'  
BARONESS LAWRENCE

'Makes a powerful case'  
RT HON LADY HALE

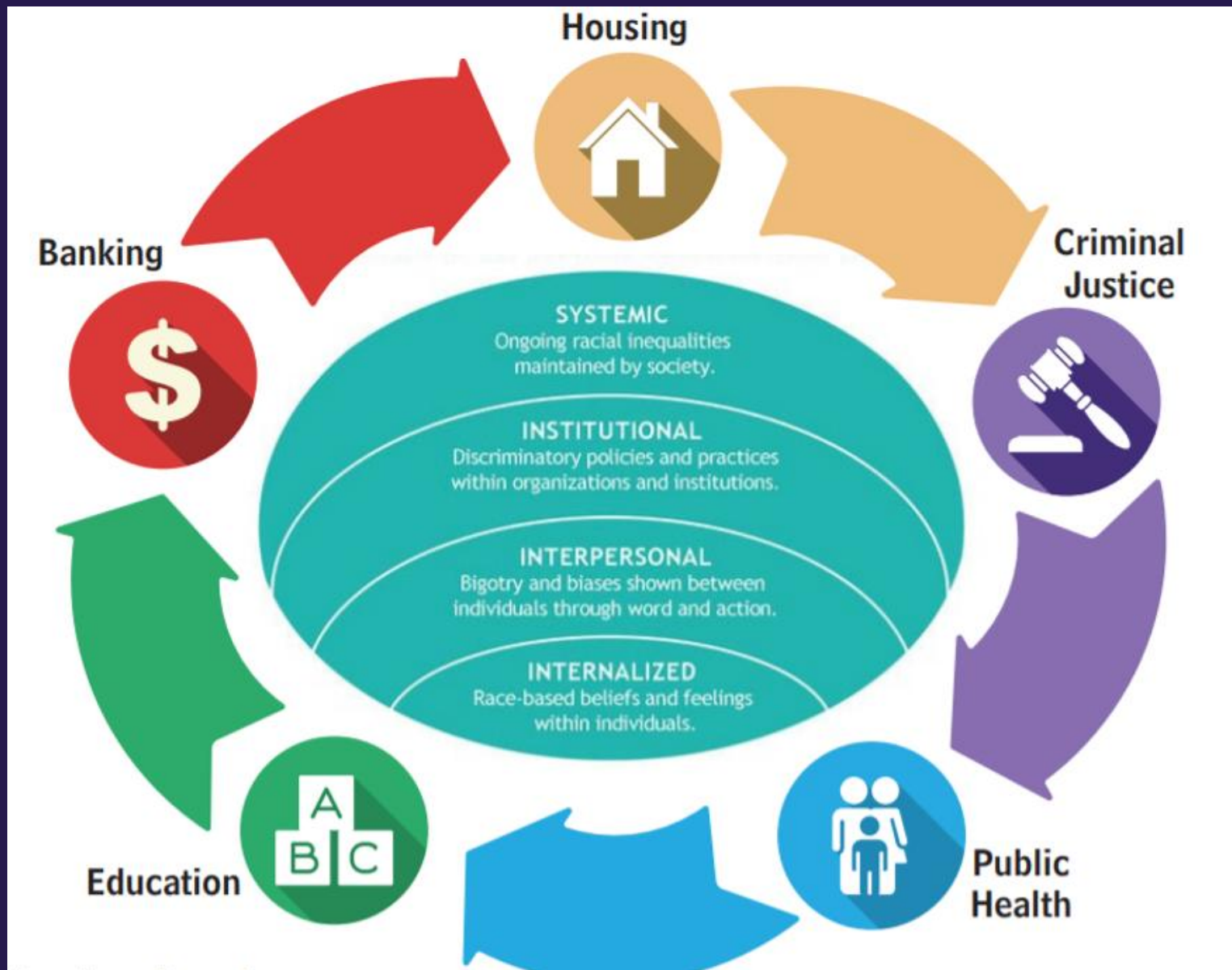
# I HEARD WHAT YOU SAID

A BLACK TEACHER, A WHITE SYSTEM,  
A REVOLUTION IN EDUCATION





JEFFREY BOAKYE



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White Supremacy	White Indifference	White Awareness	White Allyship
			
<ul style="list-style-type: none"><li>• Accepts, and in some cases promotes, theories designed to justify white dominance and racial hierarchy typically associated with 'scientific racism'.</li><li>• Fear/loathing/exoticisation of the non-white other which may be overt or covert.</li><li>• Characterised by the 'white gaze'.</li><li>• Belief that we live in a meritocracy.</li><li>• Uncritical/favourable view of empire and colonialism - the white man's burden.</li><li>• Subscribes to scientific racism.</li><li>• *Black underachievement is seen to be due to their dysfunctionality/pathology.</li><li>• Whiteness and its proxies' function as badges of honour</li><li>• White privilege is rationalised as the natural order.</li><li>• Onus on black People to accept their place.</li></ul>	<ul style="list-style-type: none"><li>• Passionate defender of western universalism, academic freedom and the right to offend.</li><li>• Belief in meritocracy but also recognises that some (deserving) disadvantaged people need help.</li><li>• Characterised by a refusal to take a serious look at racism and views anti-racist initiatives as ideological endeavours linked to culture wars and political correctness.</li><li>• Self-concept is based on being rational and moral, which results in avoidance of responsibility for discriminatory behaviour!</li><li>• Willing to 'tolerate'/'fetishize'/'pity the 'non-white' other.</li><li>• Happy to make tokenistic gestures, but total refusal to accept one's own complicity in the (re)production of racism.</li><li>• Whiteness is denied, so it functions as an absent/invisible/mythical norm leaving white privilege intact.</li><li>• Onus on Black People to build up their 'resilience'.</li></ul>	<ul style="list-style-type: none"><li>• Belief that racism is real and that it is a product of 'prejudice plus power'</li><li>• Characterised by a desire to critically reflect.</li><li>• Functions like a mental illness that only white people have (Katz) hence focus on 'discovering' unconscious bias and cognitive distortions.</li><li>• Desire to engage with 'black issues and people, but only in limited spaces (committees, training events)</li><li>• This may be as a result of feeling guilty of historic racism and/or a desire to make some amends.</li><li>• White privilege is recognised and becomes a source of shame and embarrassment.</li><li>• Most activity however restricted to self-development and deployment of politically correct language.</li><li>• Onus on white people to overcome unconscious bias.</li></ul>	<ul style="list-style-type: none"><li>• Racism is a complex interaction between structural, ideological, institutional and behavioural processes, but it can be overcome.</li><li>• Characterised by the desire to take responsibility for change, which is not restricted to behaviour alone.</li><li>• Focus on paradigm shifts and concrete interventions</li><li>• Dynamic and creative solutions through co-creation.</li><li>• Rejection of deficit models and acceptance of the link between white privilege and educational outcomes.</li><li>• Share power, privilege, risk and vulnerability.</li><li>• Actively divesting from histories, systems and structures that reproduce racism.</li><li>• Onus on white to build sustained partnerships with black people.</li></ul>

Note: \*The term 'black' here is used to denote all those people who are positioned outside of whiteness and as a result experience racial disadvantage. The degree of racial disadvantage will vary as a result of other factors primarily associated with gender, class, ethnicity.

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Challenge

Drop the defences

Examine systems through  
lived experience lens

External identification of  
bias

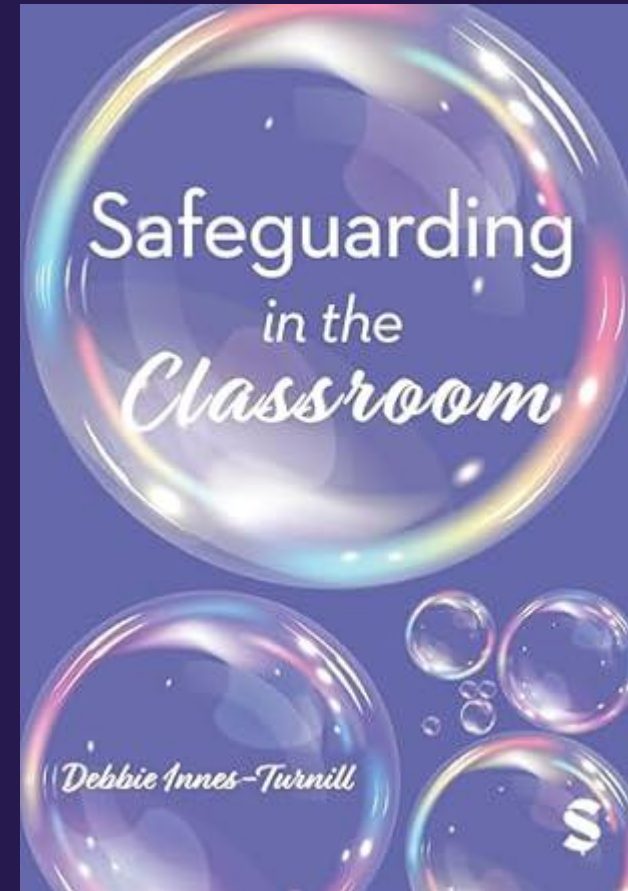
Build a community of  
belonging

Build vulnerability,  
understanding, behaviour  
and culture

Safeguarding is  
protecting people,  
especially children and  
vulnerable adults, from  
harm, abuse, and  
neglect



Feedback!



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