

Racism, Misogyny & Safeguarding

Debbie Innes

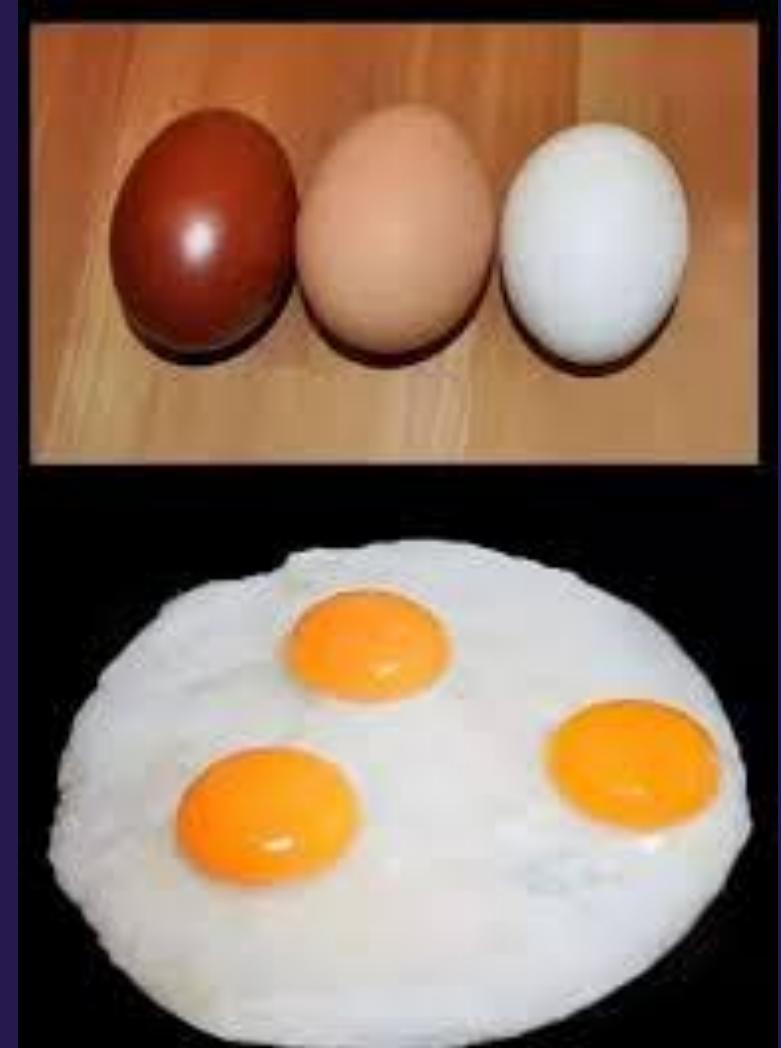
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Misogyny is defined as a ‘hatred of, aversion to, or prejudice against women’ and ‘the belief that women are a lesser gender than men and should always remain a lower status than men’

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

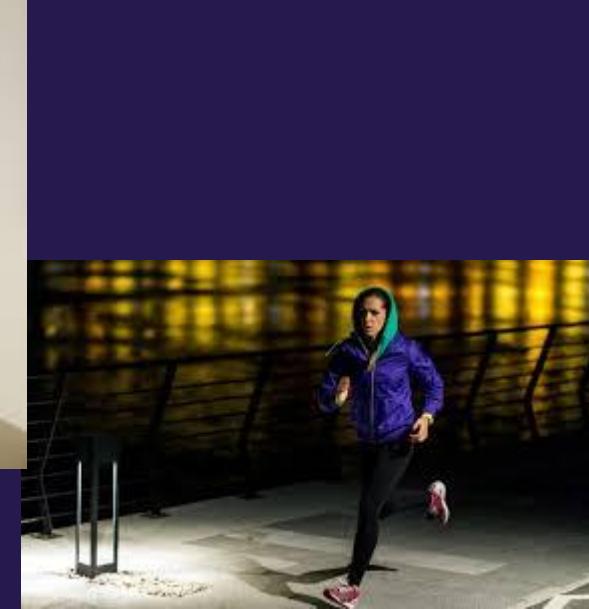
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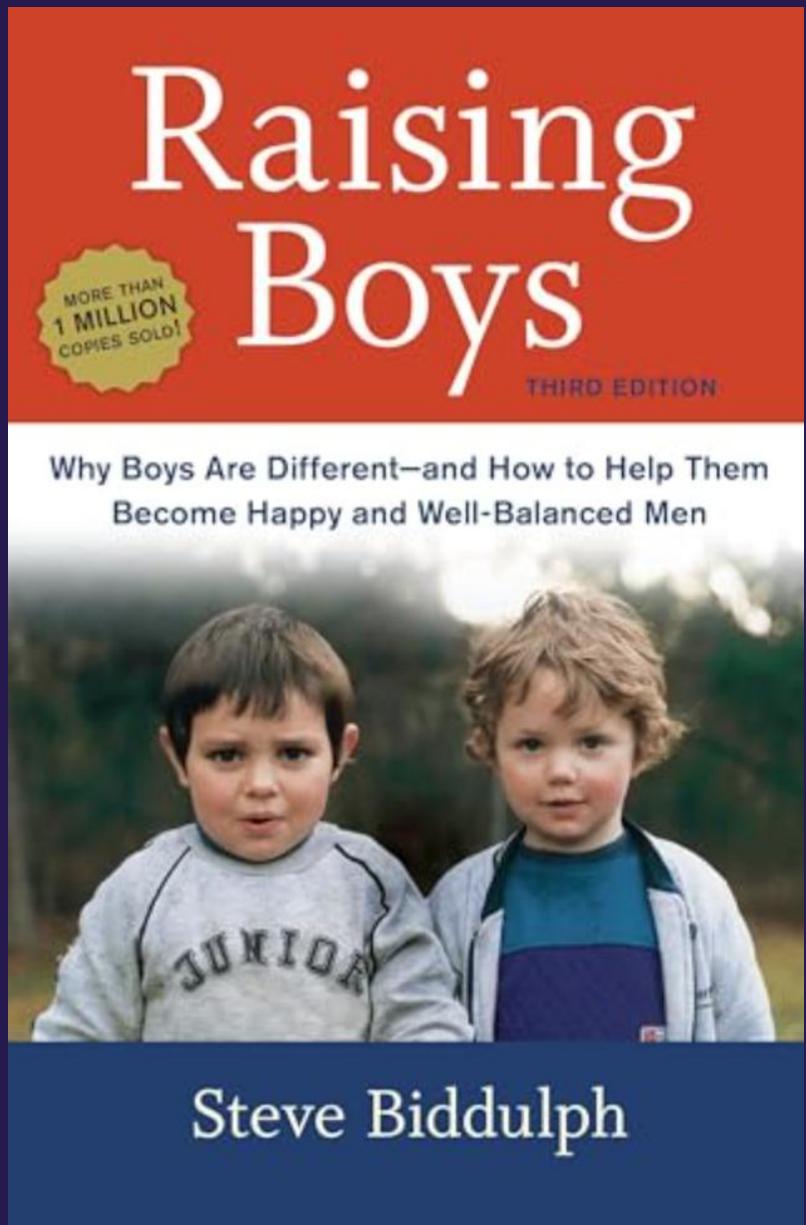


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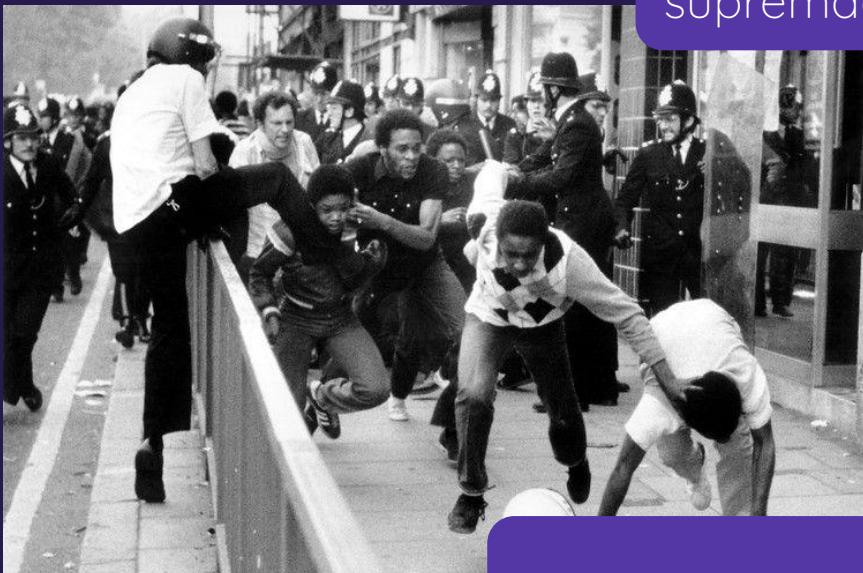
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Racist challenges faced by Black and Ethnic Minority People

Segregation as a result of racist estate agents and landlords



White supremacy/Ethnocentrism

Pathologisation of Black/ Asian individuals and Families



Far right violence

Institutional racism

Racist immigration laws



'Hugely important'
BARONESS LAWRENCE

'Makes a powerful case'
RT HON LADY HALE

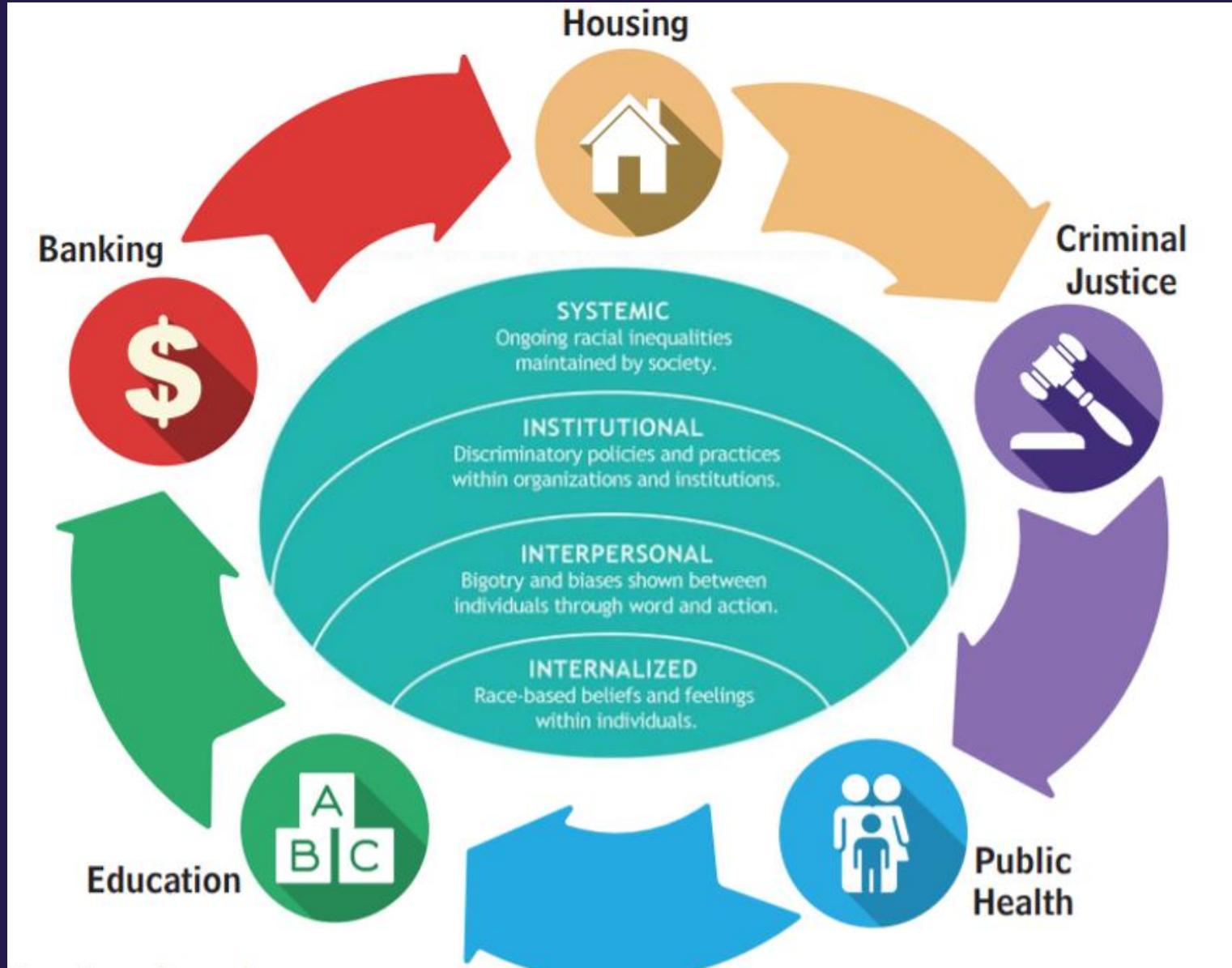
I HEARD WHAT YOU SAID

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

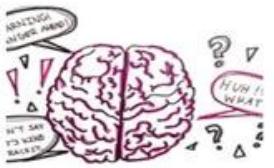
JEFFREY BOAKYE



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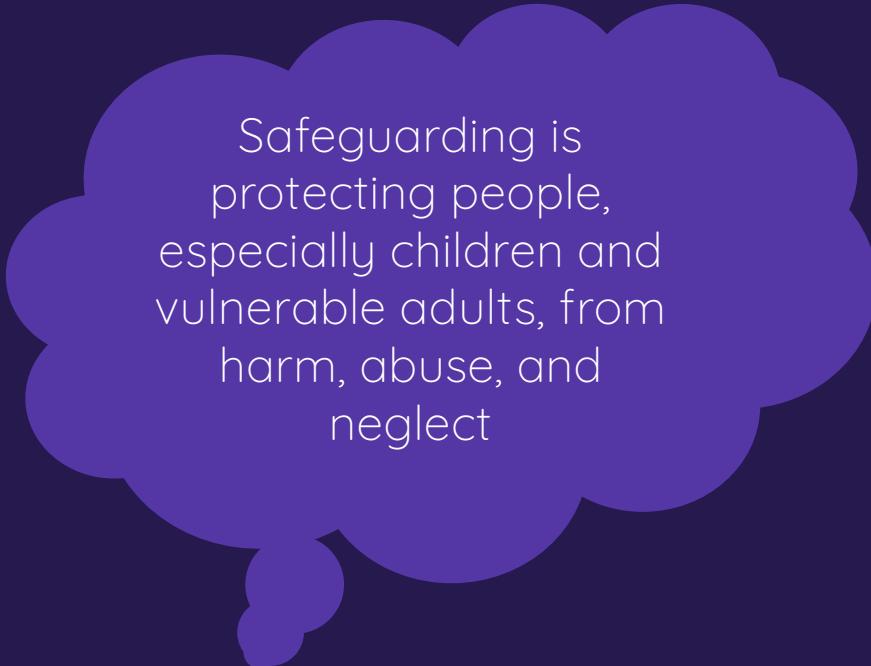
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White Supremacy	White Indifference	White Awareness	White Allyship
 <ul style="list-style-type: none"> Accepts, and in some cases promotes, theories designed to justify white dominance and racial hierarchy typically associated with 'scientific racism'.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

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

Challenge

Drop the defences

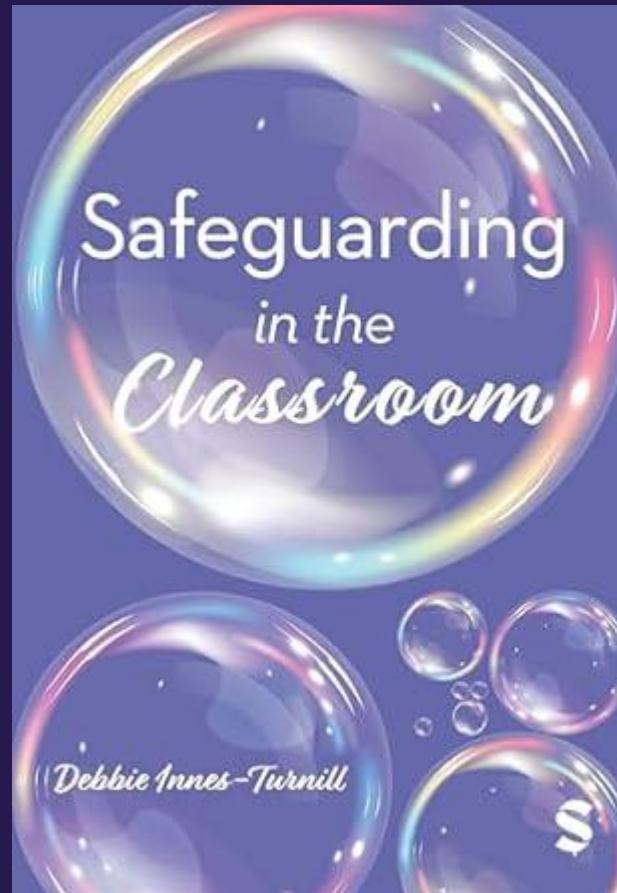
Examine systems through lived experience lens

External identification of bias

Build a community of belonging

Build vulnerability, understanding, behaviour and culture

Feedback!



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References and Resources

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