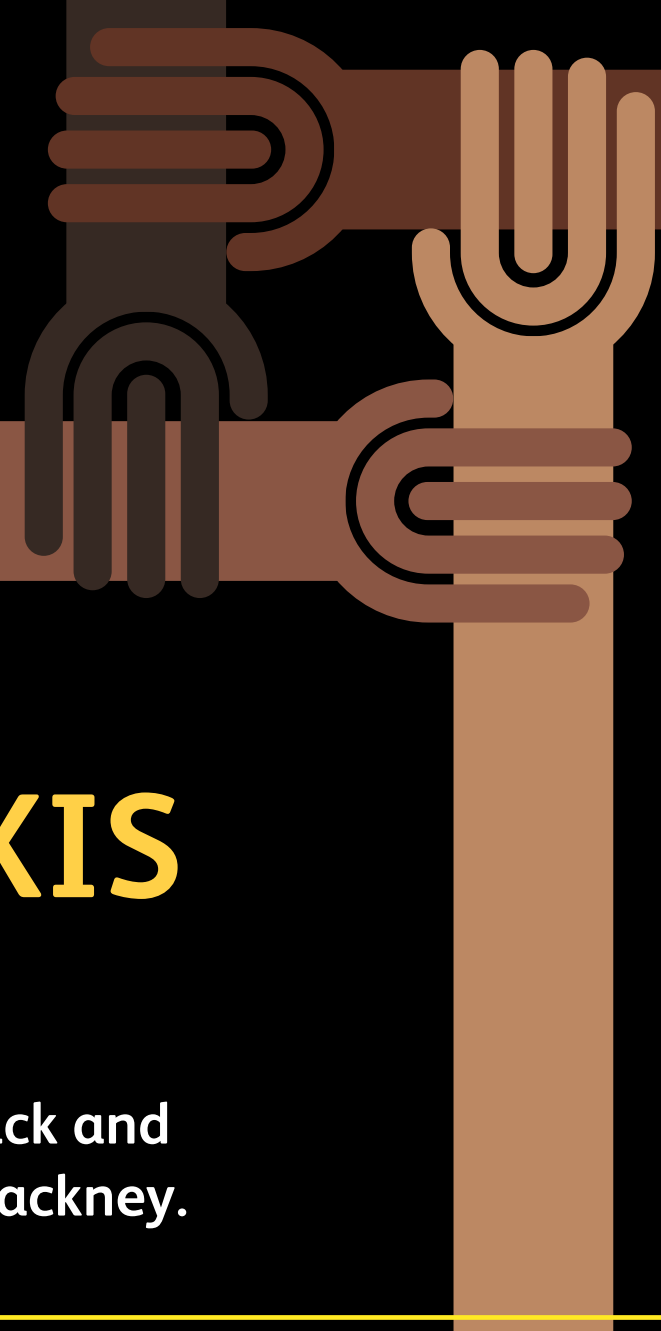


**Working for  
every child**



**CHILDREN AND EDUCATION**

# **ANTI-RACIST PRAXIS CONFERENCE**

**Unmask, repair and prevent racial trauma on black and  
global majority ethnic children and families in Hackney.**

CHILDREN AND EDUCATION

# ANTI-RACIST PRAXIS CONFERENCE

## Healing the hidden wounds of racial oppression

This conference aims to focus on practice to unmask, repair and prevent racial trauma on Black and Global majority ethnic children and families in Hackney.

We want staff and partners from across the Council and Hackney to work through an approach with us at this event, where staff have an awareness and understanding of racial trauma and begin to examine strategies for healing and transformation.

There will be opportunities throughout the conference to hear from inspiring speakers, confront your racism within and challenge systemic racism through learning innovative strategies. We will weave in issues on racial justice, anti-racist practice and the trauma-informed approaches we can offer our Hackney children, families and community.

# Keynote speakers, workshops and panel schedule

Monday 9th May 2022 9.30-4pm		
<p><b>Children’s &amp; Education Anti-Racist Praxis Conference.</b></p> <p>Book an all-day ticket, featuring keynote speakers David Weaver and Rosemary Campbell Stephens MBE (includes networking event and Lunch). David and Rosemary are experts and thought leaders who will discuss “what is racism?” and historical trauma.</p> <p><b>Book an all-day ticket</b></p> <p><a href="#">Book</a></p>	<p><b>AM tickets</b></p> <p><b>David Weaver - What is racism</b></p> <p><b>9.30am – 11.00am:</b> Children’s &amp; Education Anti-Racist Conference opening keynote session: David Weaver (St John at Hackney venue).</p> <p>Followed by Panel Discussion</p> <p><b>11.15am – 12.15pm</b> 11.15am – 12.15pm C&amp;E Anti-Racist Panel Discussion following David Weaver with Jacquie Burke, Diane Benjamin, Annie Gammon and Deputy Mayor Bramble.</p> <p><a href="#">Book</a></p>	<p><b>PM tickets</b></p> <p><b>Rosemary Campbell-Stephens MBE - Historical Trauma</b></p> <p><b>1.45pm – 4.00pm</b> Keynote session: Rosemary Campbell-Stephens MBE, introduced by Diane Benjamin &amp; Jacquie Burke, followed by interactive Q&amp;A (3-4pm)</p> <p>Colleagues are invited to join Networking from 1pm.</p> <p><a href="#">Book</a></p>
<b>Venue: St John at Hackney</b>		

## Keynote speakers, workshops and panel schedule

**Tuesday 10th May 2022**

### **A Brave Space to Speak about Race**

1.00pm – 2.30pm

Workshop: A Brave Space to Speak about Race with Children & Education (Diane Benjamin & Annie Gammon). This workshop will provide an opportunity for staff from all disciplines across the organisation to reflect on racism and the emotional aspects of their work. Venue: Tomlinson Centre All staff welcome.

**Book**

### **Black Trauma & Trauma-Informed Anti-Racist Community Work**

These two sessions will discuss and explain what Black trauma is and the impact of collective Black trauma on children and Black people as a community. Facilitated by Black Learning Achievement and Mental Health UK (BLAM).

Book Tuesday 10th May 9.30 - 10.30

**Book**

Book Tuesday 10th May 11.00am - 12.00

**Book**

**Venue: Tomlinson Centre**

## Keynote speakers, workshops and panel schedule

**Wednesday 11th May 2022**

### **Workshop: Self-Regulation for Co-Regulation: Racialised Trauma Sensitivity**

**9.30am - 10:30am / 11:00am - 12:00pm.**

These two practical sessions will focus on experiential learning to equip you with the skills and strategies to physically deal with regulating feelings of racialised trauma sensitivity when they arise in your work. NB: Doing this workshop will require you to be in a room with personal space to move around.

NB: Doing this workshop will require you to be in a room with personal space to move around.

Wednesday 11th May 9.30 – 10.30

[Book](#)

Wednesday 11th May 11.00 – 12.00

[Book](#)

### **Workshop: The voice and influence of Young Futures**

**1.30pm – 2.30pm.**

Online Workshop: Hackney Young Futures Legacy Champions will be exploring how young people's mental health is affected by issues of racism and how an anti-racist practice can support the lives of young people in Hackney. Each breakout room will then focus on a specific area such as mental health, family and health. This workshop will bring more awareness of young people's experiences of racism in all spheres of life

Wednesday 11th May 2022 1.30pm – 2.30pm.

[Book](#)

**Venue: Online**

## Keynote speakers, workshops and panel schedule

Thursday 12th May 2022

**Conversation with Dr Shola Mos-Shogbamimu. Theme: Dr Shola tackles topical issues and takes your questions.**

**9.45am – 11.00am** Keynote session: Dr Shola Mos-Shogbamimu

Followed by 'The voice of our children and families'

Facilitated by Orlene Badu. We hear directly from our young people on how we can provide an more effective anti-racist service for them

**Book**

**Dr Muna Abdi - Anti-racism in practice**

**1:45pm – 3:30pm** Keynote session: Dr Muna Abdi, introduced by Deputy Mayor Bramble and closing remarks from Diane Benjamin Jacquie Burke, & Annie Gammon

**Book**

**Venue: Online**

## Online and In person Workshops

Workshop: Did you stop to think that you might be the problem?		
<b>Provider</b> <b>Fostering Support unit</b> Lisa Okonji, Consultant Social Worker. James Johnson, Fostering Social Worker	<b>Target audience</b> All staff welcome, especially teams and professionals working with foster carers.	<b>Dates and times</b> Tuesday 10th May 9.30 - 10.30 <a href="#">Book</a> Tuesday 10th May 11.00am - 12.00 <a href="#">Book</a>
Workshop description	Learning aims and outcomes	
<p>A workshop that will critically reflect on the impact professionals can have when failing to work in an anti-racist and anti-oppressive manner and the need to understand the lived experiences of black and global majority ethnic children and families in Hackney.</p> <p>We will also explore how we use trauma-informed approaches and the systemic model when working to create better cohesion and better outcomes for children and families.</p> <p>In this session we will review a case scenario in which Black foster carers have been negatively impacted from professionals working oppressively and how this has impacted the outcomes for our children in care. We will use a case study to reflect on ourselves, our practice, our organisation and power balances in the journey of a child in our care.</p>	<ul style="list-style-type: none"> <li>• Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma – and how our practice and some educational approaches can contribute to this problem</li> <li>• Identify strategies to counter and support racial trauma i.e a trauma-informed approach to improve and enhance practice</li> <li>• To begin to apply our systemic principles in practice in relation to racialised trauma in order to provide maximum care and support for our children and families who are Black or from Global majority ethnic communities</li> </ul>	
<b>Venue: <u>Tomlinson Centre</u></b>		

## Online and In person Workshops

Workshop: Black Trauma & Trauma-Informed Anti-Racist Community Work		
<b>Provider</b> Black Learning Achievement and Mental Health UK (BLAM)	<b>Target audience</b> All staff welcomed especially those working in community context.	<b>Dates and times</b> Tuesday 10th May 9.30 - 10.30 <a href="#">Book</a> Tuesday 10th May 11.00am - 12.00 <a href="#">Book</a>
Workshop description	Learning aims and outcomes	
<p>The session will discuss and explain what Black trauma is and the impact of collective Black trauma on children and Black people as a community. The session will discuss the impact of Black trauma on mental health, and how it affects the mental health, education, and social outcomes of Black children.</p> <p>We will also link Black trauma to PTSD and how it causes this. We will then discuss about those who work with Black children and families can be trauma-informed in their work to develop an anti-racist praxis in their work. By the end of the session attendees should have the language and tools to better engage with and understand what it means to work with Black individuals impacted by Black trauma.</p>	<ul style="list-style-type: none"> <li>• Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.</li> <li>• Identify strategies to counter and support racial trauma i.e a trauma-informed approach to improve and enhance practice.</li> <li>• To begin to apply our <b>systemic principles</b> in practice in relation to racialised trauma in order to provide maximum care and support for our children and families who are Black or from Global majority ethnic communities.</li> <li>• Developing anti racist practice in social care and in schools by professionals.</li> </ul>	
<b>Venue: <u>Tomlinson Centre</u></b>		



## Online and In person Workshops

Workshop: Bridging the gap - Schools working with Parents and Carers		
<b>Provider</b> Hackney Education Debra Robinson	<b>Target audience</b> All staff and practitioners who work with children and young people in education and school settings.	<b>Dates and times</b> Tuesday 10th May 9.30am - 10.30am <a href="#">Book</a> Tuesday 10th May 11.00am - 12 noon <a href="#">Book</a>
Workshop description	Learning aims and outcomes	
<p>This workshop intends to briefly explore the legacy of education in Hackney - this will give some context to the fragility of the trust between the school and some of our Black Caribbean parents.</p> <p>The workshop will also hear from a parent, who advocates for community ventures in Hackney and has been a consistent voice in education. How education settings can engage parents and more importantly work with black parents to ensure a sense of belonging to the school community in order to acquire the best outcomes for their children, will be the primary focus for this session.</p>	<ul style="list-style-type: none"><li>• Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.</li><li>• Identify strategies to counter and support racial trauma i.e a trauma-informed approach to improve and enhance practice.</li><li>• are Black or from Global majority ethnic communities.</li><li>• Developing anti racist practice in social care and in schools by professionals</li></ul>	
<b>Venue: <u>Tomlinson Centre</u></b>		

## Online and In person Workshops

Workshop: The process of being self-reflexive – working systemically and with sincere empathy within education		
<b>Provider</b> <b>Hackney Education</b> Katherine Cracknell Joseph Metcalf-McQueeney	<b>Target audience</b> All staff and practitioners who work with children and young people in education and school settings.	<b>Dates and times</b> Wednesday 11th May 11:00am -12:00 noon <a href="#">Book</a>
Workshop description	Learning aims and outcomes	
<p>An opportunity to explore, learn and apply the concept of our own selves and how we contribute to the systems we join as professionals. This workshop will explore all aspects of our own identities and sense of selves, with a particular focus on race.</p>	<ul style="list-style-type: none"> <li>• To question what I actually say with my language choices?</li> <li>• To question my own self allows me to see more clearly in others' experience?</li> <li>• To question if my own self stops me being able to see about others' experience?</li> </ul>	
<b>Venue: <u>Tomlinson Centre</u></b>		

## Online and In person Workshops

Workshop: Anti Racism in Schools		
<b>Provider</b> Hackney Education Orlene Badu	<b>Target audience</b> All staff and practitioners who work in education and school settings.	<b>Dates and times</b> Tuesday 10th May 1.00pm - 2.30pm <a href="#">Book</a> Wednesday 11th May 1.00pm - 2.30pm <a href="#">Book</a>
Workshop description		Learning aims and outcomes:
<p>What are we doing to interject and effect change? Propagating or disrupting inequality? Being Anti racist vs Non racist- where do we sit?</p> <p>Face the truth about ourselves and the work we must do. Being an ally and an advocate for young people.</p> <p>Opportunities to support and advocate for young people in schools. Do staff respect/ value their parents/ carers? Do we have high expectations? How do we move away from frequent and persistent 'narratives' of young people and their lives and remain systemic?</p> <p>What systems are in place in schools that we feed into that require deeper questions to champion our young people? As an ally (earned title) do we ask those questions of education colleagues and ourselves?</p> <p>What does mental health support, SEND support, academic outcomes, relationships with families, staff/ pupil relationships, belonging, sense of self worth look like for Young Black Children? Is it comparative to their peers?</p> <p>How do we work with schools to be active in our approach to ensure equity? How do we ensure we advocate for our young people.</p> <p>What are the key questions for our practice going forward?</p>		<ul style="list-style-type: none"> <li>• Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.</li> <li>• Identify strategies to support our understanding of racism in what you don't do as well as what you do.</li> <li>• To begin to apply our <b>systemic principles</b> in practice in relation to racialised trauma in order to provide maximum care and support for our children and families who are Black or from Global majority ethnic communities.</li> <li>• Developing anti racist practice in social care and in schools by professionals</li> <li>• Naming the racism we see our pupils experience and being anti racist.</li> </ul>
<b>Venue: Tomlinson Centre</b>		

## Online and In person Workshops

Workshop: A Brave Space to Speak about Race		
<b>Provider</b> Children & Education Diane Benjamin & Annie Gammon	<b>Target audience</b> All staff welcomed to this conversational space.	<b>Dates and times</b> Tuesday 10th May 1.00pm - 2.30pm <a href="#">Book</a>
Workshop description	Learning aims and outcomes	
<p>This workshop will provide an opportunity for staff from all disciplines across the organisation to reflect on racism and the emotional aspects of their work.</p> <p>Listening to colleagues describe the challenges of racism in their work helps to normalise emotions, which are part and parcel of working in any organisation, but are often kept under the surface. This shared understanding manifests in improved communication between colleagues and a greater sense of interdisciplinary teamwork. Discussing the personal impact of working in our directorate will hopefully go some way in reducing the sense of hierarchy that exists between staff. Seeing beyond the professional identity of colleagues allows staff to feel more connected to one another.</p>	<p>Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.</p> <p>Developing anti racist practice in social care and in schools by professionals</p>	
<b>Venue: <u>Tomlinson Centre</u></b>		

## Online and In person Workshops

Workshop: Reflecting on trauma through youth diversion assessment conversations		
<b>Provider</b> CFS: Young Hackney and Youth Justice Service. Francesca Archibad-Fadda, Brendan Finegan	<b>Target audience</b> All managers and practitioners working within the criminal justice system, youthwork, social care, education	<b>Dates and times</b> Tuesday 10th May 9.30 - 10.30 <a href="#">Book</a> Wednesday 11th May 11.00 - 12.00 <a href="#">Book</a>
Workshop description		Learning aims and outcomes
<ul style="list-style-type: none"> <li>• Participants to reflect on eliciting and hearing experiences of systemic racism and racialised trauma through assessment conversations in a youth diversion context;</li> <li>• Participants to develop self-awareness in understanding their own identity, diversity, experiences and worldview and how these impact and inform practice</li> <li>• Participants to gain knowledge and understanding of how racial trauma affects children and families in Hackney who come into contact with youth diversion services;</li> <li>• Participants to consider power, recognise the disproportionate distribution of power and act to promote opportunities for a more equitable distinction of power dynamics in a youth diversion system</li> <li>• Participants to be inspired to collaboratively create, contribute to and develop practice tools, policies and approaches to explore identity, diversity, racism and discrimination and identify practical actions (operational and strategic) to challenge injustice and unequal power relations</li> </ul>		<ul style="list-style-type: none"> <li>• Have an increased understanding of the impact of systemic racism and white supremacy in relation to racial trauma - and how our practice and some educational approaches can contribute to this problem.</li> <li>• Identify strategies to counter and support racial trauma i.e a trauma-informed approach to improve and enhance practice.</li> <li>• To begin to apply our <b>systemic principles</b> in practice in relation to racialised trauma in order to provide maximum care and support for our children and families who are Black or from Global majority ethnic communities.</li> <li>• Developing anti racist practice in social care and in schools by professionals</li> </ul>
<b>Venue: Online</b>		

## Online and In person Workshops

<p><b>Workshop: Day to day racism has an impact on Black and global majority children and families mental health - what are you going to do about it?</b></p>		
<p><b>Provider</b>  <b>Brighton &amp; Hove City Council</b>          Millie Kerr – Anti-Racist Lead Practitioner          Lore Riedel – Partners in Change Manager</p>	<p><b>Target audience</b>          All staff working with or on behalf of Children and Families.</p>	<p><b>Dates and times</b>          Tuesday 10th May 1.00 - 2.30pm</p> <p style="text-align: right;"><a href="#">Book</a></p>
<p><b>Workshop description</b></p> <p>This workshop will look at discrimination, stereotypes, oppression, microaggressions and the impact of racialised trauma on our black and global majority children and families.</p> <p>Giving attendees an overview of what black and global majority children and families lived experiences looks like, in relation to education, cultural identity, belonging, child asylum, the criminal justice system and the impact this all has on black communities’ mental health and well-being.</p>	<p><b>Learning aims and outcomes</b></p> <ul style="list-style-type: none"> <li>• Participants will develop a better understanding of the impact of bias, stereotypes and microaggressions.</li> <li>• Consider the language we use in, recordings, report writing, labels and jargon we use to describe black and global majority children and families.</li> <li>• Develop your understanding of the Adultification of Black children</li> <li>• You will learn how intersectionality can compound issues around racism.</li> <li>• What research tells us about the overrepresentation of black and global majority children in the care and criminal justice system and school exclusions.</li> <li>• You will look at how trauma informed and anti-racist practice, can enhance your work and relationship building with black and global majority children and families, to achieve better outcomes</li> </ul>	
<p><b>Venue: Online</b></p>		

## Online and In person Workshops

Workshop: Cultural Sensitivity when matching Children in Fostering Care Arrangements		
<p><b>Provider</b>  <b>CFS Fostering &amp; Placements</b></p> <p>Abiola Banwo            Consultant Matching Social Worker.</p> <p>Korinna Steele            Service Manager, Fostering and Placements</p>	<p><b>Target audience</b></p> <p>Social workers, Foster Carers, IRO's, Independent social workers, Advocates.</p>	<p><b>Dates and times</b></p> <p>Wednesday 11th May 9.30 - 10.30 <a href="#">Book</a></p> <p>Wednesday 11th May 11.00- 12.00 <a href="#">Book</a></p>
Workshop description	Learning aims and outcomes	
<ul style="list-style-type: none"> <li>• Insights into the development of cultural competency</li> <li>• The assessment of cultural needs when matching children in care arrangements</li> <li>• Supporting foster carers to meet the cultural needs of children in their care</li> <li>• Anti-discriminatory advocacy</li> <li>• The dangers of cultural indifference</li> <li>• The use of Social Graces in the matching process</li> </ul>	<ul style="list-style-type: none"> <li>• Practitioners will understand the importance of cultural identity when finding families for their young people.</li> <li>• Practitioners will gain insight into generational and collective trauma and how this can be triggered for young people in inappropriately matched care arrangements</li> </ul>	
<p><b>Venue:</b> <u>Tomlinson Centre</u></p>		

## Online and In person Workshops

Workshop: Therapeutic Practice to Support Racial Trauma		
<p><b>Provider</b>  <b>Transforming Lives For Good ( TLG)</b>            Rae Morfin – Head of TLG Therapeutic Support.            Sylvia Ampaw - Therapeutic Support Training Coordinator.            Tracey Ogleton – Therapeutic Social Worker</p>	<p><b>Target audience</b>            All managers and practitioners working with children and families in social care and education settings.</p>	<p><b>Dates and times</b>            Wednesday 11th May 9.15 - 10.45 <a href="#">Book</a>            Wednesday 11th May 1.00 - 2.30 <a href="#">Book</a></p>
Workshop description	Learning aims and outcomes	
<ul style="list-style-type: none"> <li>• Assisting practitioners in their awareness of racial trauma</li> <li>• Developing an awareness of how racial trauma presents in behaviours &amp; interactions.</li> <li>• Developing an understanding of the principles of trauma informed practices.</li> <li>• Understanding how to respond to negative behaviours that occur as a result of racial trauma.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop an understanding of racial trauma and its Impact</li> <li>• Increase awareness of how racial trauma may manifest in behaviours</li> <li>• Develop an understanding of Trauma Informed strategies and how they can inform social work practice.</li> </ul>	
<p><b>Venue: <u>Tomlinson Centre</u></b></p>		



## Online and In person Workshops

Workshop: From Research to Practice - Using Intersectionality Theory to Explore the Experiences of Black and Global Majority Students who have SEND		
<p><b>Provider</b>  <b>Educational Psychology Service</b>            Workshop Facilitator:            Jason Apaloo-Shonibare            Educational Psychologist - Hackney Education EPS</p> <p>Workshop delivery support team            Hannah Jones, Katherine Madden - Educational Psychologists - Hackney Education EPS</p>	<p><b>Target audience</b>            All managers and practitioners working with children and young people in in education and social care settings.</p>	<p><b>Dates and times</b>            Wednesday 11th May 9.30 - 10.30 <a href="#">Book</a>            Wednesday 11th May 11.00 - 12.00 <a href="#">Book</a></p>
Workshop description	Learning aims and outcomes	
<p>This session will present the socio-political context of this doctoral research as well as the key principles of intersectionality theory as a framework that supports anti-oppressive practice. What has been learned from the analysis of experiences of students who are located at the joint intersections of race and ability will be outlined.</p> <p>The application of intersectionality theory will then be explored through the sharing of findings that centred around students' identity formation, conceptualisation of discrimination and other emerging themes from how they tell their stories. Discussions will then move from theory to practice with a focus on allyship and tools to support adopting an intersectional lens</p>	<ul style="list-style-type: none"> <li>• Improve awareness and understanding of the core principles of intersectionality and its application working with schools and families.</li> <li>• Using an illustrative example of the intersections of racism and ableism within the college context to reflect on practice.</li> <li>• Using the appropriate tools to frame one's personal and professional identity when working with individuals who identify as from multiple oppressed groups.</li> <li>• Developing your own intersectional lens through which to support best practice as a social justice advocate.</li> </ul>	
<p><b>Venue: <u>Tomlinson Centre</u></b></p>		

# Online and In person Workshops

Workshop: Workshop: Self-Regulation for Co-Regulation: Racialised Trauma Sensitivity.		
<b>Provider</b> Rowan Carr	<b>Target audience</b> ALL STAFF Welcome	<b>Dates and times</b> Wednesday 11th May 9.30 - 10.30 <a href="#">Book</a> Wednesday 11th May 11.00 - 12.00 <a href="#">Book</a>
<b>Workshop description:</b> <p>This practical session will focus on experiential learning through instruction and group practice. The key themes will be somatic self-regulation strategies for connection and co-regulation within the framework of Racialised Trauma Sensitivity.</p> <p>NB: Doing this workshop will require you to be in a room with personal space to move around.</p> <p><a href="#">Find out more about Rowan Carr</a></p>	<b>Learning aims and outcomes:</b> <p>The participants will be able:</p> <ul style="list-style-type: none"><li>• Apply a number of somatic Self-Regulation strategies to their professional settings in relation to Racialised Trauma Sensitivity.</li><li>• Recount the key elements to a Trauma Sensitive Praxis in their setting</li><li>• Articulate the need for Self-Regulation for Connection and Co-Regulation to reduce the impact of Racialised Trauma in their setting.</li></ul>	
<b>Venue:</b> <u>Tomlinson Centre</u>		

## Online and In person Workshops

Workshop: Anti racist education ~ The power of governors in bringing about systemic change		
<b>Provider</b> Hackney Education: Maggie Kalnins Leader of Governance Services	<b>Target audience</b> School leaders, governors and practitioners. Parents and carers	<b>Dates and times</b> Wednesday 11th May 1.30 - 2.30 <a href="#" style="float: right; background-color: #f4a460; padding: 2px 5px; text-decoration: none; color: white;">Book</a>
Workshop description	Learning aims and outcomes	
<p>This session will focus on providing an overview of the role and legal responsibilities of school governing boards, explaining how school governors implement the equalities duties in addressing anti-racism and bringing about systemic changes.</p> <p>This will be an opportunity to hearing reflections from our Young governors participating in our project to get Hackney Youth governing Understanding how you can become governor and influence further systemic changes.</p>	<p>Learning aims and outcomes:</p> <ul style="list-style-type: none"> <li>• Providing an overview of the role and legal responsibilities of school governing boards</li> <li>• Explaining how school governors implement the equalities duties in addressing anti-racism and bringing about systemic changes</li> <li>• Hearing reflections from Young governors participating in our project to get Hackney Youth governing</li> <li>• Understanding how you can become governor and influence further systemic changes.</li> </ul>	
<b>Venue: Online</b>		

For more information on the conference, contact [Deborah Barnett](#) and [Gemma Edwards](#)

## Speaker's bios



### David Weaver

David Weaver is President of the British Association for Counselling and Psychotherapy (BACP), and previously served as a Governor / Trustee (2012 to 2016) and Vice President (from 2004 to 2009). He has played a key role in BACP's drive to embed social justice and he strongly advocates the relevance of the counselling professions for 'ordinary people and communities.'

A former social worker, university lecturer, local authority senior manager and political advisor and former political advisor to Home Office ministers including the Deputy Home Secretary and Home Secretary in the late 1990s, David represented the UK government on a council of Europe body - (European Monitoring Centre on Racism and Xenophobia) based in Vienna. He is passionate about social justice, human rights and anti-racism. Regularly featured in the media.

David holds an MSc in Human Resources Management and qualifications relating to coaching, mediation and psychological profiling.

## Speaker's bios



### **Rosemary Campbell-Stephens MBE**

Rosemary speaks, writes and delivers leadership development programmes for clients across the globe. She aims to situate the Global Majority at the heart of the conversation rather than 'other' them as minorities. By centring equity and social justice and decentralising patriarchal, colonial, linear, top-down leadership models that are unsustainable irrelevant, unethical and presently imploding, she goes beyond discussions about representation to reframing leadership purpose from an anti-racist Global Majority perspective.

She developed a leadership preparation programme focusing on increasing the numbers of Black and Asian leaders in London Schools, for the Institute of Education, University College London. Investing in diversity became the catalyst for all subsequent leadership programmes addressing the under-representation of

Black, Asian, and minority ethnic leaders in England's schools' sector.

Rosemary frames her work through a critical race lens and describes herself as an anti-racist, humanist and womanist and was awarded an MBE for thirty-five years' service to education in the United Kingdom.

Rosemary is a Visiting Fellow at the Institute of Education, University College London.

## Speaker's bios



### **Dr Shola Mos-Shogbamim**

Dr Shola Mos-Shogbamimu is a political and women's rights activist. She taught intersectional feminism to female refugees and asylum seekers, scrutinizes government policies from a gender and diversity inclusion perspective, and co-organises women's marches and social campaigns.

A New York Attorney and Solicitor of England & Wales with broad expertise in the financial services industry, she is also a writer, public speaker and political commentator featured in mainstream and online media. She founded the Women in Leadership publication as a platform to drive positive change on topical issues that impact women globally through inspiring personal leadership journeys; and established She@LawTalks to promote women & BAME leadership in the legal profession through universities and secondary schools. An academic enthusiast, she has an Executive

MBA (Cambridge); PhD (Birkbeck); LLM (London School of Economics & Political Science); MA (Westminster) and LLB Hons (Buckingham University).

## Speaker's bios



### **Dr. Muna Abdi**

Dr Muna Abdi is the Founder and Director of MA Consultancy Ltd and MA Education Consultancy CIC. Dr Abdi holds a PhD in Education and has over 10 years experience in education, research and community engagement.

Her innovative approach to research and engagement uses sharing circles and community contracts to redefine what it means to 'actively participate'. The approach has been used to develop community-centred research, co-created curricula and restorative practice programmes.

Muna has worked with a vast array of Higher Education institutions, charities and commercial organisations to offer support and guidance in regard to racial literacy, leadership training and more, thus helping them to learn, apply, reflect, embed

and sustain anti-racism and racial equity practices into their structures, policies and procedures.

Muna's work and organisation creates opportunities and spaces to provide meaningful, equitable and inclusive practices that reinforce the significance of gradual implementation, flexibility, reflection and practical guidance.

## Anti Racist resources.

This is a collection of recommended Anti racist resources; podcasts, articles and films that are useful to our praxis in the service and to continue the learning from this very important conference.

Anti Racism Resources	
Social Work Practice Information	Bassw - England Anti-Racism in Social Work - <a href="https://youtu.be/lvSF_sY0UNc">https://youtu.be/lvSF_sY0UNc</a>
	<a href="https://www.researchinpractice.org.uk/all/content-pages/videos/promoting-anti-racism-in-social-work/">https://www.researchinpractice.org.uk/all/content-pages/videos/promoting-anti-racism-in-social-work/</a>
	<a href="https://practice-supervisors.rip.org.uk/wp-content/uploads/2021/01/StS_KB_Addressing_Barriers_Progression_of_Black_and_Minority_Ethnic_SWs_FINAL.pdf">https://practice-supervisors.rip.org.uk/wp-content/uploads/2021/01/StS_KB_Addressing_Barriers_Progression_of_Black_and_Minority_Ethnic_SWs_FINAL.pdf</a>
	<a href="https://www.researchinpractice.org.uk/all/content-pages/videos/promoting-anti-racism-in-social-work/">https://www.researchinpractice.org.uk/all/content-pages/videos/promoting-anti-racism-in-social-work/</a>
	<a href="https://www.researchinpractice.org.uk/all/content-pages/podcasts/racism-intersectionality-privilege-power-fragility-and-allyship/">https://www.researchinpractice.org.uk/all/content-pages/podcasts/racism-intersectionality-privilege-power-fragility-and-allyship/</a>
	<a href="https://www.socialworkengland.org.uk/news/understanding-the-social-work-sector-together/">https://www.socialworkengland.org.uk/news/understanding-the-social-work-sector-together/</a>
	<a href="https://www.youtube.com/watch?v=RvaXgeMOpfg">https://www.youtube.com/watch?v=RvaXgeMOpfg</a>
	'Anti-racism in Social Work' presentation webinar for Social Work Student Connect - <a href="https://www.youtube.com/watch?v=tkgHLHxP-HY&amp;feature=youtu.be">https://www.youtube.com/watch?v=tkgHLHxP-HY&amp;feature=youtu.be</a> -
	<a href="https://www.youtube.com/watch?v=DapsfbpnMG0&amp;feature=youtu.be">https://www.youtube.com/watch?v=DapsfbpnMG0&amp;feature=youtu.be</a>
	Developing Together South West Teaching Partnership: Anti-racism in Social Work full presentation. - <a href="https://www.youtube.com/watch?v=DapsfbpnMG0&amp;feature=youtu.be">https://www.youtube.com/watch?v=DapsfbpnMG0&amp;feature=youtu.be</a>



Listen	
<b>Podcasts</b>	<p>About Race by Reni Eddo-Lodge</p> <p>Race and Class in the Ruins of Empire by Akala</p> <p>Good Ancestor by Layla F. Saad</p>
<b>Audiobooks</b>	<p>Between the World and Me by Ta-Nehisi Coates</p> <p>The Skin We're In by Desmond Cole</p> <p>Beloved by Toni Morrison</p>
Watch	
<b>Films</b>	<p>Selma (2014): Ava DuVernay</p> <p>The Immortal Life of Henrietta Lacks (2017): George C. Wolfe</p> <p>Fruitvale station (2013): Ryan Coogler (Netflix)</p>
<b>Documentaries</b>	<p>13th (2016): Ava Duvernay (Netflix)</p> <p>Who Ever Heard of a Black Artist: Britain's Hidden Art History (2020) (BBC Four)</p> <p>I AM NOT YOUR NEGRO(2016): Raoul Peck</p> <p>After Windrush – Paulette Wilson's visit to Jamaica, 50 years on (2019) (Guardian Documentary)</p> <p>Will Britain Ever Have a Black Prime Minister (2017) (BBC iPlayer)</p> <p><a href="https://www.shots.net/news/view/new-film-cuts-to-the-heart-of-racist-micro-aggressions">https://www.shots.net/news/view/new-film-cuts-to-the-heart-of-racist-micro-aggressions</a></p> <p>Video – Systemic racism explained</p> <p>Video – Mental Health Act review – Colin's story</p>
<b>Series</b>	<p>Sitting In Limbo : Stella Corradi (BBC iPlayer)</p> <p>Britain's Forgotten Slave Owners: David Olusoga (BBC iPlayer)</p> <p>Fighting the Power: Britain After George Floyd (BBC iplayer)</p> <p>When They See Us (2019) : Ava Duvernay Netflix</p> <p>Small Axe (2020): Steve McQueen (BBC iplayer)</p> <p>Explained Season 1, Episode 3: The racial wealth gap (Netflix)</p>
<b>Seminars/Talks</b>	<p>Akala: Full Address and Q&amp;A @ Oxford Union</p> <p>Peggy McIntosh at TEDxTimberlane Schools : How Studying Privilege Systems Can Strengthen Compassion</p> <p><a href="https://novaramedia.com/2021/05/25/what-white-people-can-do-next-downstream/">https://novaramedia.com/2021/05/25/what-white-people-can-do-next-downstream/</a></p> <p><a href="https://www.linkedin.com/posts/cousens_whiteprivilege-ugcPost-6867070352581791744-FX4j">https://www.linkedin.com/posts/cousens_whiteprivilege-ugcPost-6867070352581791744-FX4j</a></p> <p>Everyday Racism <a href="https://www.youtube.com/watch?v=uZUvjAJGFkM">https://www.youtube.com/watch?v=uZUvjAJGFkM</a></p>

**Articles & Documents**

<p><b>Guide to Allyship</b></p>	<p>An open-source starter guide to help you become a more thoughtful and effective ally.</p>
<p><b>So You Call Yourself an Ally: 10 Things All ‘Allies’ Need to Know</b></p>	<p>A list of 10 simple things to keep in mind and do in order to be a better person “currently operating in solidarity with” the marginalized or oppressed.</p>
<p><b>Privilege – Kyle Korver</b></p>	<p><u><a href="#">Korver reflects on his role as a white ally within NBA Basketball.</a></u></p>
<p><b>Whiteness and Decolonisation Resources</b></p>	<p>Community Care Article – Black Lives Matter: social work must respond with action – not platitudes            DHSC Blog – Black Lives Matter in the UK too but where is the voice of social work?  <a href="https://socialworkwithadults.blog.gov.uk/2020/06/05/lightbulbs-leadership-and-being-true-to-yourself/">https://socialworkwithadults.blog.gov.uk/2020/06/05/lightbulbs-leadership-and-being-true-to-yourself/</a>  <a href="https://www.basw.co.uk/media/news/2020/jun/basw-statement-george-floyd">https://www.basw.co.uk/media/news/2020/jun/basw-statement-george-floyd</a>  <a href="https://esafeguarding.org/publications/PSW_Statement_on_Death_of_George_Floyd_and_Black_Lives_Matter.pdf">https://esafeguarding.org/publications/PSW_Statement_on_Death_of_George_Floyd_and_Black_Lives_Matter.pdf</a>  <a href="https://www.skillsforcare.org.uk/Documents/Learning-and-development/social-work/psw/George-Floyd-RIP.pdf">https://www.skillsforcare.org.uk/Documents/Learning-and-development/social-work/psw/George-Floyd-RIP.pdf</a>  <a href="https://www.socialworkengland.org.uk/news/we-stand-against-racism-and-oppression-in-all-its-forms-black-lives-matter/">https://www.socialworkengland.org.uk/news/we-stand-against-racism-and-oppression-in-all-its-forms-black-lives-matter/</a>  <a href="https://socialworkwithadults.blog.gov.uk/2020/06/05/black-lives-matter/">https://socialworkwithadults.blog.gov.uk/2020/06/05/black-lives-matter/</a>  <a href="https://www.basw.co.uk/resources/psw-magazine/psw-online/we-spend-all-our-time-fitting-now-its-time-speak-out-against">https://www.basw.co.uk/resources/psw-magazine/psw-online/we-spend-all-our-time-fitting-now-its-time-speak-out-against</a>  <a href="https://www.basw.co.uk/resources/psw-magazine/psw-online/bame-leaders-and-social-workers-we-must-all-speak-out-against">https://www.basw.co.uk/resources/psw-magazine/psw-online/bame-leaders-and-social-workers-we-must-all-speak-out-against</a>            Resource Library – The NSPCC Library and Information Service has created a reading list showcasing resources from the library collection on child protection and race.  <a href="https://www.theguardian.com/world/ng-interactive/2022/jan/19/the-black-cop-a-police-officers-story-of-racism-remorse-and-resistance-documentary">https://www.theguardian.com/world/ng-interactive/2022/jan/19/the-black-cop-a-police-officers-story-of-racism-remorse-and-resistance-documentary</a>  <a href="https://docs.google.com/document/d/1sLIQn7RD-vUm3u8KdueuZTZC9q3PQWUD6ZHMps4_jlo/edit">https://docs.google.com/document/d/1sLIQn7RD-vUm3u8KdueuZTZC9q3PQWUD6ZHMps4_jlo/edit</a>            Map the Terrain Worksheet  <a href="https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.1&amp;permmsgid=msg-f:1716237258944899419&amp;th=17d14cb1a9b3695b&amp;view=att&amp;disp=inline&amp;realattid=f_kvwlqr0">https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.1&amp;permmsgid=msg-f:1716237258944899419&amp;th=17d14cb1a9b3695b&amp;view=att&amp;disp=inline&amp;realattid=f_kvwlqr0</a>  <a href="https://whatworks-csc.org.uk/research-report/anti-racism-survey-report/">https://whatworks-csc.org.uk/research-report/anti-racism-survey-report/</a></p>

Articles & Documents	
<p><b>Whiteness and Decolonisation Resources cont.</b></p>	<p><b>Zuri Therapy Booklets</b>  <a href="https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.1&amp;permmsgid=msg-f:1716218279146723402&amp;th=17d13b6e9592984a&amp;view=att&amp;disp=inline&amp;realattid=f_kv8t3sq0">https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.1&amp;permmsgid=msg-f:1716218279146723402&amp;th=17d13b6e9592984a&amp;view=att&amp;disp=inline&amp;realattid=f_kv8t3sq0</a>  <a href="https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.2&amp;permmsgid=msg-f:1716218279146723402&amp;th=17d13b6e9592984a&amp;view=att&amp;disp=inline&amp;realattid=f_kv8t3t41">https://mail.google.com/mail/u/0?ui=2&amp;ik=638b882409&amp;attid=0.2&amp;permmsgid=msg-f:1716218279146723402&amp;th=17d13b6e9592984a&amp;view=att&amp;disp=inline&amp;realattid=f_kv8t3t41</a></p> <p><b>Schools/Recruitment</b>  <a href="https://www.bameednetwork.com/resources/article/courageous-conversations-about-race-school-recruitment-1/">https://www.bameednetwork.com/resources/article/courageous-conversations-about-race-school-recruitment-1/</a></p>
<p><b>Leadership/ Organisational</b></p>	<p><a href="https://www.researchinpractice.org.uk/children/content-pages/videos/black-asian-and-minority-ethnic-leadership-matters/">https://www.researchinpractice.org.uk/children/content-pages/videos/black-asian-and-minority-ethnic-leadership-matters/</a>  <a href="https://www.researchinpractice.org.uk/all/news-views/2021/september/establishing-an-equalities-forum-in-northamptonshire/">https://www.researchinpractice.org.uk/all/news-views/2021/september/establishing-an-equalities-forum-in-northamptonshire/</a>  <a href="https://www.researchinpractice.org.uk/all/content-pages/videos/towards-a-fairer-future-addressing-inequality-in-recovery-leaders-forum-2020/">https://www.researchinpractice.org.uk/all/content-pages/videos/towards-a-fairer-future-addressing-inequality-in-recovery-leaders-forum-2020/</a>  <a href="https://corambaaf.org.uk/progressing-anti-racist-practice-family-justice-system">https://corambaaf.org.uk/progressing-anti-racist-practice-family-justice-system</a>  <a href="https://podcasts.apple.com/gb/podcast/episode-4-s4-what-is-the-workforce-race-equality/id1436421996?i=1000541715321">https://podcasts.apple.com/gb/podcast/episode-4-s4-what-is-the-workforce-race-equality/id1436421996?i=1000541715321</a>  <a href="https://thestaffcollege.uk/leading-in-colour-the-fierce-urgency-of-now/">https://thestaffcollege.uk/leading-in-colour-the-fierce-urgency-of-now/</a></p>

## Emotional support

This conference will be very emotive and may bring up issues and concerns for the participants in attendance.

There will be support available throughout the conference in our 'mindfulness room' for those that might need to talk.

In addition to this, please see a list of local organisations that will be helpful if you need further support around the subject matter.

Our **Employee Assistance Programme** is available for free, independent and confidential counselling. They have a range of staff available, and you can request to speak with someone you would feel most comfortable talking to.

**Able Futures** mental health support

**Mental Health Champions Network**

**The Network, staff** inclusion group

The Hackney **Local Offer** has lots of different types of support available, and you can search for what support you're looking for, to find what would be most helpful.

**Chatworks Hackney** is a dedicated space for Afro-Caribbean and dual heritage to support and improve their health and wellbeing.

Please join the **Think Inclusive community** for more details on the Inclusive Leadership Champions and how to join this group.

