



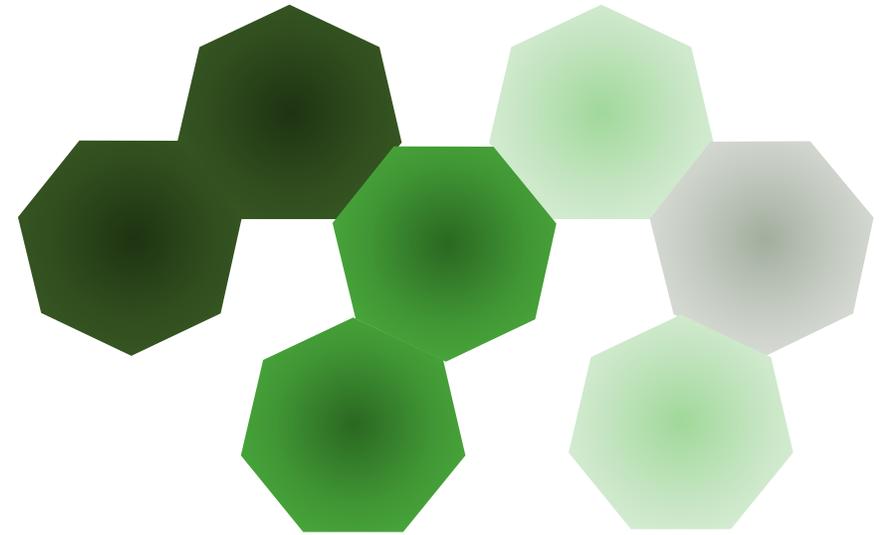
Louis Howell

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Founder and Director of 7PK



7PK
EQUALITY TO EQUITY



Approaching Courageous Conversations



Racism – A GROUP DYNAMIC

1. *“A prejudice position of social and institutional power over another group of people.” ~ Jess Mally*
2. “TRUE RACISM exists only when one group holds a disproportionate share of wealth and power over another group then uses those resources to marginalize, exploit and subordinate the weaker group.”
~ Dr. Claud Anderson

Anti-Racism

One who supports antiracist policies and ideas through their actions.

One who is working to dismantle racist values, beliefs, attitudes and perceptions in their own life in order to achieve equality, equity and justice.

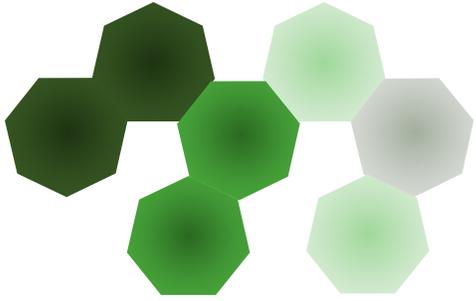
Are we aware of the underlying values, beliefs, attitudes and perceptions?

MYSTERY SHOPPER (PARENT)

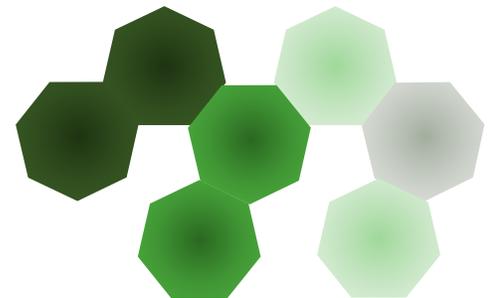
How would you approach the following situations within this scenario? (DETAIL)

Apparently, UK Youth are doing a test where instead of just waiting on your programme reports to establish the impact you are making, they are gaining insights via secret conversations with particular parents / carers ... BUT you know which parents! 😏

1. Some of those parents say they are finding it challenging to give you feedback based on their child's experience with you.



In the context of Anti-
Racism...



ACCESS

Can a conversation be initiated?

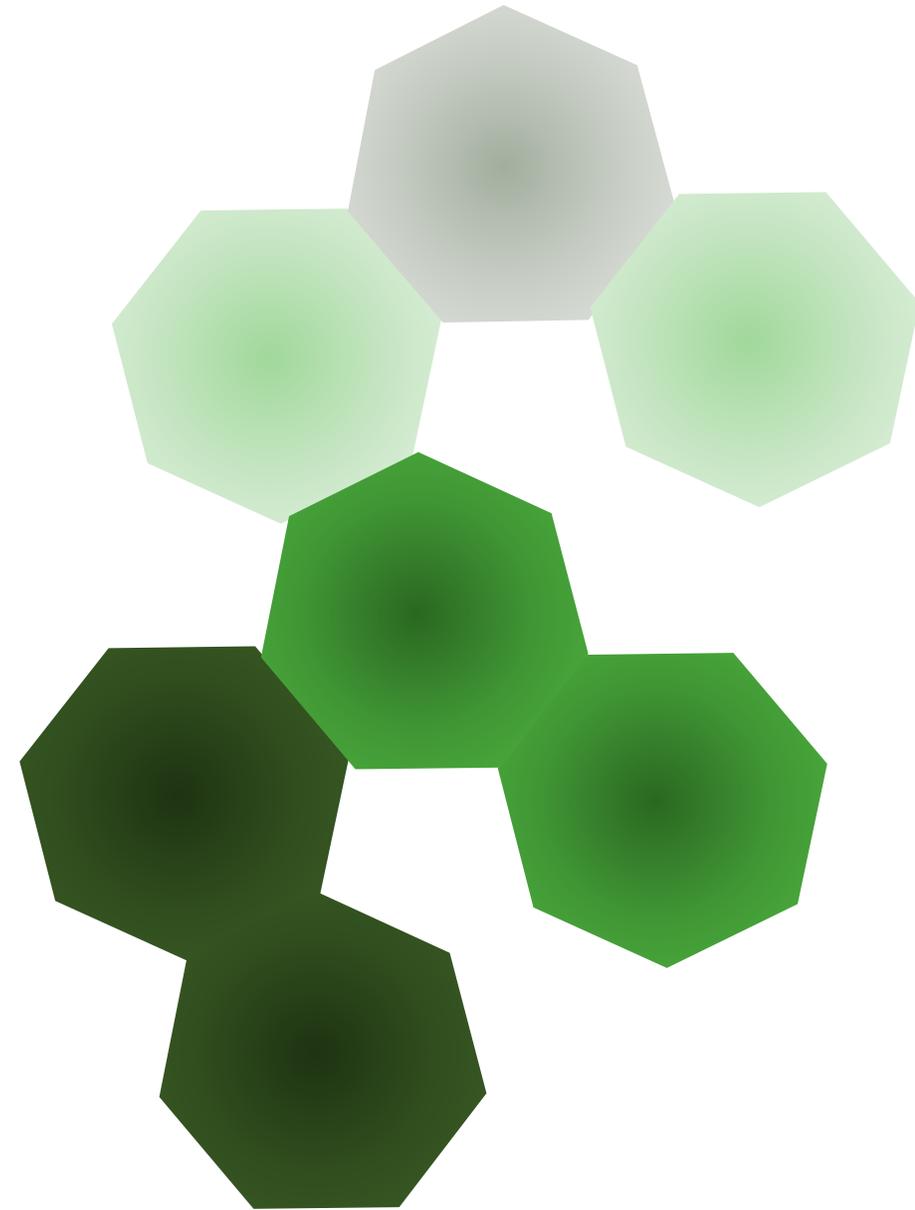
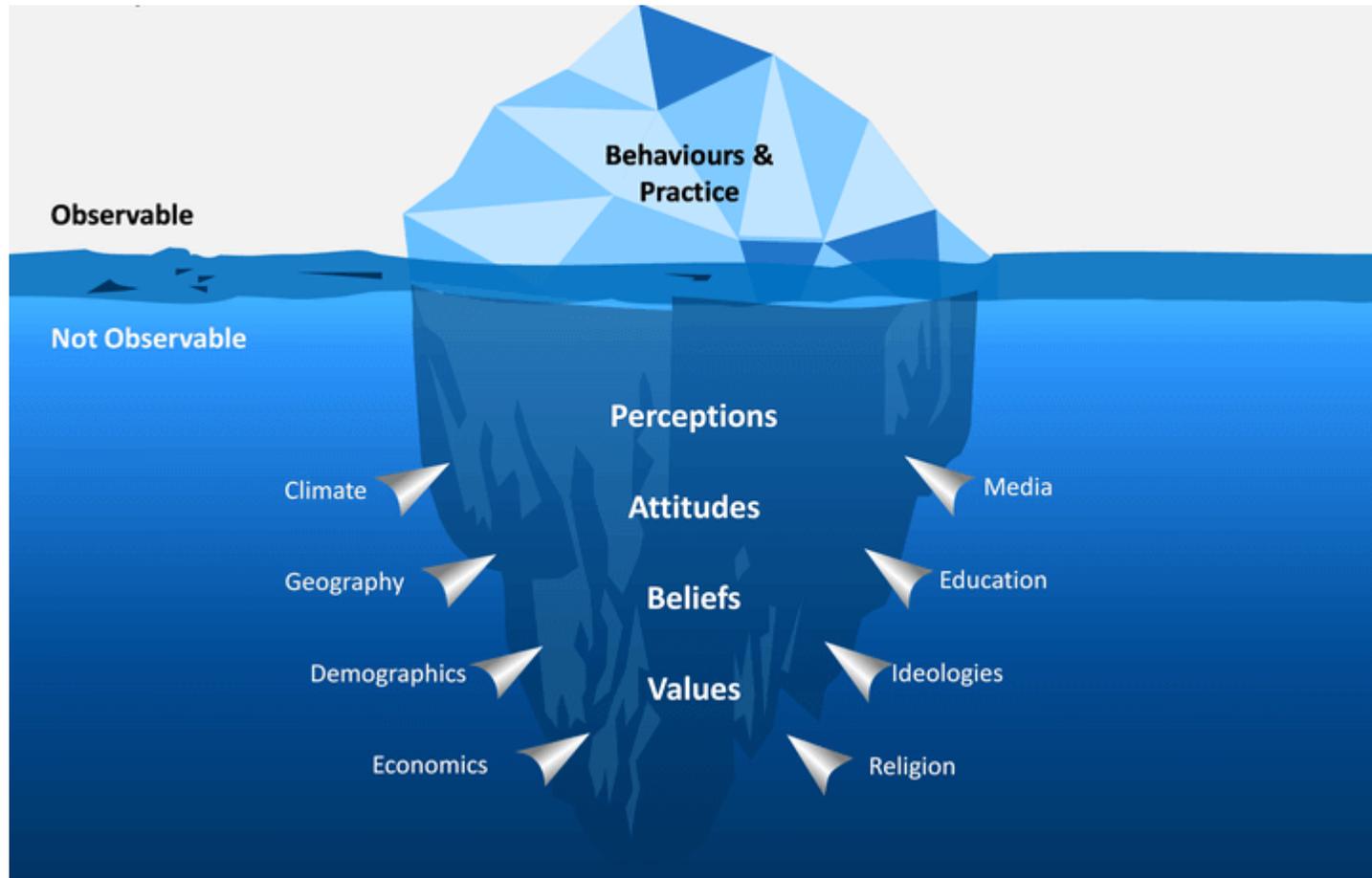
Group with increased representation might...

- Unconsciously create barriers due to their Cultural Iceberg
- Fear being vulnerable due to the 4 Is of Oppression

Group with lesser representation might...

- Unconsciously experience barriers due to trauma
- Fear being vulnerable due to perceived (or true) lack of power

The Cultural Iceberg



Individual Trauma

Emotional and Psychological Trauma is the result of extraordinarily stressful events that shatter your sense of security, making you feel helpless in a dangerous world.

~ Source: <https://helpguide.org>

Collective Trauma

An event or series of events that shatters the experience of safety for a group, or groups, of people. These events are different from other forms of traumatic events because of their collective nature. That is, these events are a shared experience that alter the psyche and narrative of a group or community.

When speaking of collective trauma, note that it can be both primary and secondary. Just because an individual wasn't present for a particular event or incident, doesn't mean it did not impact them.

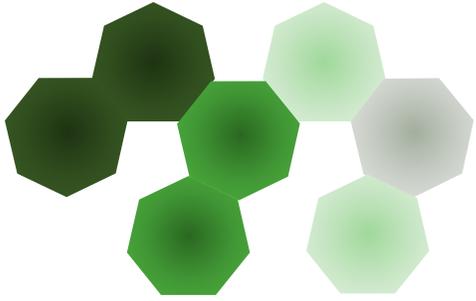
~ Dr. Leia Saltzman, Assistant Professor at Tulane University
School of Social Work

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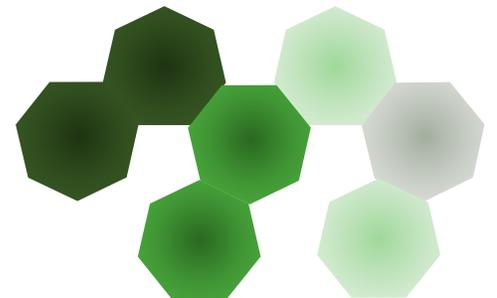
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1. Some of those parents say they are finding it challenging to give you feedback based on their child's experience with you.
2. Some of the parents say they're child feels their personal needs, experiences and challenges are being overlooked by your team.



In the context of Anti-
Racism...



RESPONSIVENESS

Will the conversation be a priority?

Group with increased representation must...

- Focus on the needs of the individual
- Actively seek progress by putting power to use

Group with lesser representation must...

- Request truth, clarity and intentions from the other person
- Courageously Contract: *'What do you intend to do now?' 'My safety requires...'*

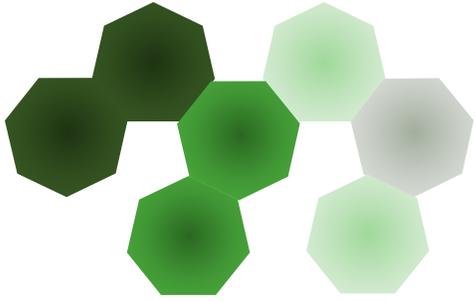
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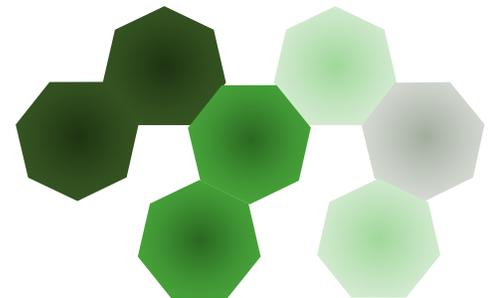
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1. Some of those parents say they are finding it challenging to give you feedback based on their child's experience with you.
2. Some of the parents say they're child feels their personal needs, experiences and challenges are being overlooked by your team.
3. Some of the parents say that their conversations with you feel like a waste of time as it won't lead to anything being resolved.



In the context of Anti-
Racism...



ENGAGEMENT

Will the conversation be progressive?

Group with increased representation must...

- Drop idea/belief that nothing occurred

Group with lesser representation must...

- To enquire (and even suspect) but avoid attacking

Mindset

Towards Anti-Racism

- We are all learning and may be making mistakes we are unaware of

Language

For the topic of Anti-Racism

- Communication and common language are required on this journey

Infrastructure

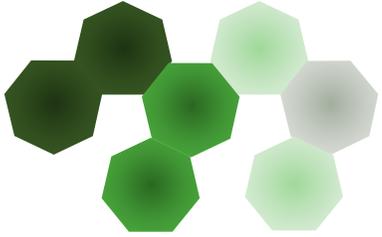
To become Anti-Racist

- Responding to Incidences comprehensively and providing dedicated spaces and times for people, problems and progress is critical

BRINGING IT ALL TOGETHER

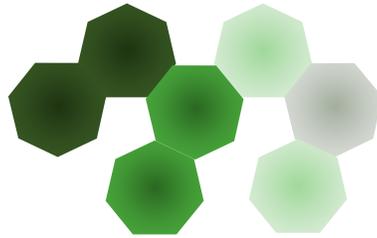
Putting it into Practise

ACCESS



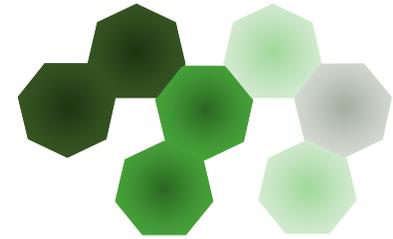
Can a conversation be initiated?

RESPONSIVENESS

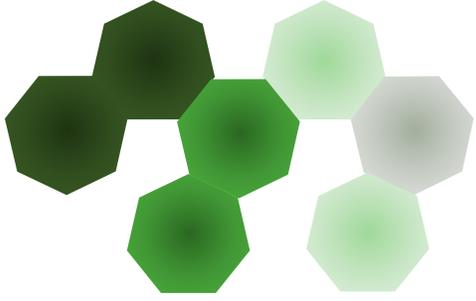


Will the conversation be a priority?

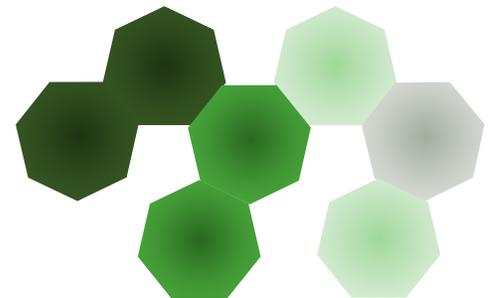
ENGAGEMENT



Will the conversation be progressive?



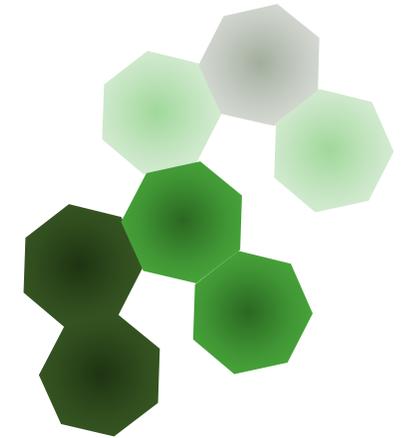
Reflections and Key Takeaways





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REVOLUTION HIVE
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