

Just One Question Insights – November 2024

This month we asked: In what ways does your personal identity influence how you approach racial equity in your work with young people?

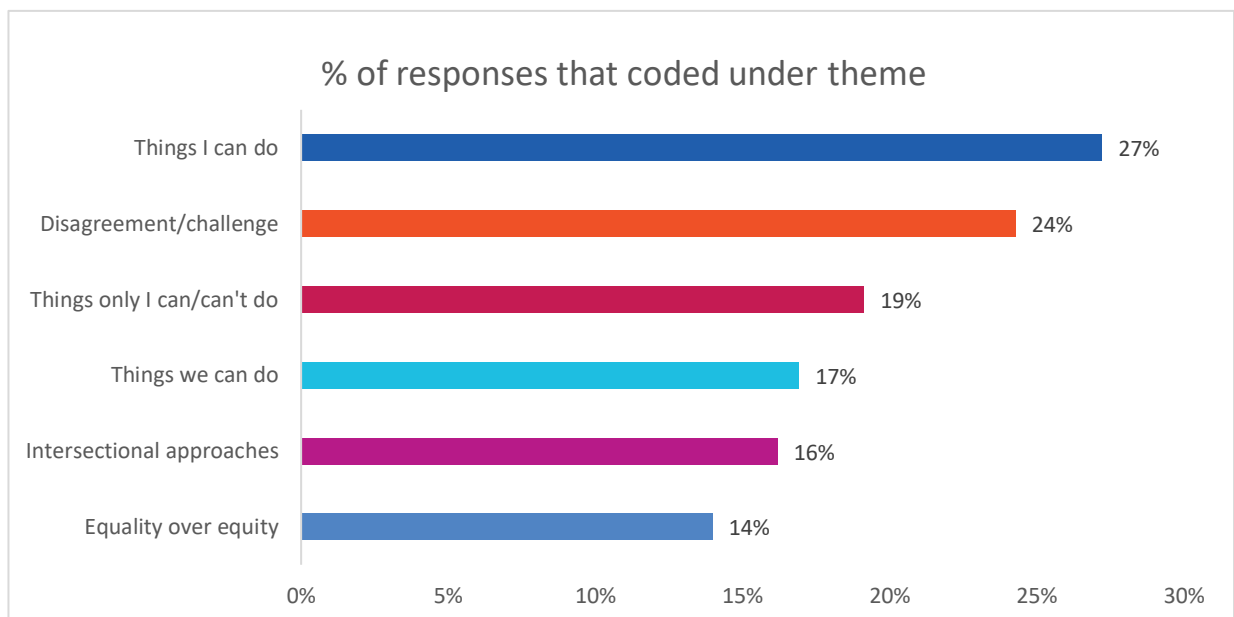
We had: 138 responses

Key Messages

- A very mixed picture with lots of nuance! This question asked for reflections on how your personal identity is related to your behaviour, so this was to be expected.
- Approximately the same number of respondents used this as a chance to reflect on their identity, racial equity, and work with young people; as those who disagreed with the premise of the question altogether.
- Of those that disagreed, the importance of treating everyone the same and more nuanced intersectional approaches were the most common challenges to the question's premise.

Key Findings

- The most common theme was where respondents reflected on **'things I can do' (27%)**. The most common sub-theme overall within this area was the importance of critical self-reflection on how your identity influenced your worldview, knowledge, and practice with young people. Other responses in this area covered a commitment to anti-racist principles and values and being an active ally, while others focused on having active conversation/discussion on personal identity and racial equity in their work with young people.



- The next most common theme was responses that indicated **disagreement/challenge (24%)**.

These were split across people who appeared to reject the premise of the question, were unfamiliar with the language/concepts, or those who prioritised something else rather than their personal identity as the main influence on their approach to racial equity and/or work with young people.

- **Things only I can/can't do** was the next most common areas (19%). This thematic area covered responses that reflected on how their specific identity affected their work with young people. These responses described how their lived experience allowed them to have genuine empathy for the young people they worked with given their similar lived experiences. On the other hand, common among respondents that identified themselves as white, was to speak to the limits of white empathy when working with young people with different racial/ethnic backgrounds.
- **Things we can do together (17%)** is where responses spoke to some positive actions that their organisations could do implement. These included centering either racial equity or social justice goals in processes and policies. For example, regular space at team sessions, recruitment decisions, adequate budget to pay for lived experience expertise, and ensuring a programme of culturally relevant activities.
- A related but distinct theme was the **importance of adopting intersectional approaches (16%)**. In general, these responses spoke to the importance of racial equity as a useful starting point, but that there are many other aspects to both their own/young people's identity that need to be considered. These responses most commonly referenced gender and religion.
- Somewhat linked to both the importance of intersectional approaches and a focus on what groups/communities can do over individuals, was a less commonly cited but still prevalent category of **equality over equity (14%)**. These could be considered as rejecting the premise of the question, but they did not tend to do this actively. They simply stated a preference for treating everyone the same rather than their personal identity influencing their approach with specific individual/groups of young people.

What UK Youth is doing in this area:

TRIUMPH network and conference

[TRIUMPH](#) is an action group is made up of individuals and organisations from across the voluntary youth sector, united by a commitment to create a more equitable sector. Since July 2020 TRIUMPH have reviewed, surveyed and had much needed dialogue about the systemic inequities that still exist in our beloved sector – with a core focus on racial inequality.

Last year, TRIUMPH launched their inaugural annual conference - an event that many described as the best event of 2023 - and have since been using an expert approach to co-producing solutions for equity in the youth sector with colleagues from over 20 organisations.



On the 29th November 2024, TRIUMP held their second annual conference and is extending their invite to those that support and work with young people. [Change, Not Campaigns: Solutions for Building an Equitable Youth Sector](#). This was an opportunity to learn about the solutions that sector colleagues have been co-creating since last year, whilst also:

- Learning about the individual commitments and actions you can be taking to contribute to an equitable youth sector.
- Exploring the commitments and actions your organisation can take to make our sector more equitable.

Here's a [message](#) from TRIUMPH's Chair, Louis Howell.