

Anti-Racism Book Club

October 2021-October 2022

Commit to educating yourself, reading, learning, acting and making a change
Demonstrating how you/your organisation are anti-racist



Equality and Diversity UK



Introduction

- Last night, October 28th, book club leaders met and celebrated 12 months of learning together on a virtual platform
- We explored the impact that anti-racism strategies have on us, our organisational culture and staff/leader ownership with regards to social justice activism.
- In our discussions we put a spotlight on the anti-racist book club and how successful the anti-racist leadership club has been in awakening issues, stopping unnecessary activity, signposting leaders to what they need to stop doing, start doing, continue to do and what changes are needed.



Reaching out

- Like any club, the ant-racist leadership book club was about building relationships amongst diverse leaders.
- It allowed us to build a safe space to gather once a month to discuss a sensitive issue during the height of the pandemic.
- It is imperative that all leaders are given the chance to engage with the topic of race, build confidence with racial literacy and arm themselves with the tools to help any staff member that may need their guidance, wisdom or simply their ear
- We did not know it at the time, but the pandemic forcing organisations to explore the use of a hybrid model to deliver CPD around race was instrumental in connecting leaders across the country/globe, we even had a leader from the USA on the group



Key messages from last nights celebration meeting

- I have a better understanding of diverse communities
- Reading the books have alerted me about how I can share cultures in creative ways
- Achieving anti-racism and social justice is a journey NOT a destination
- It has been a privilege to be part of the change
- Joining the book club has been an incentive to read, educate myself and to take action around the race agenda
- At times I felt discomfort but recognise that it is necessary in order to create change



Key messages

- It made me look at things differently and to look things up rather than depending on black colleagues to educate me
- The work needed was not recognised or valued until now
- We are all leaders, the ability to influence is part of leadership,
- I need to recognise my power to influence
- The agenda should be approached with a solution emphasis rather than a problem, strong leader find solutions
- It is about empathy not analysis
- We need to own the narrative
- We need the diversity of voices around the table to make a difference
- We need to meet people where they are at not where we are at and take them with us on the journey



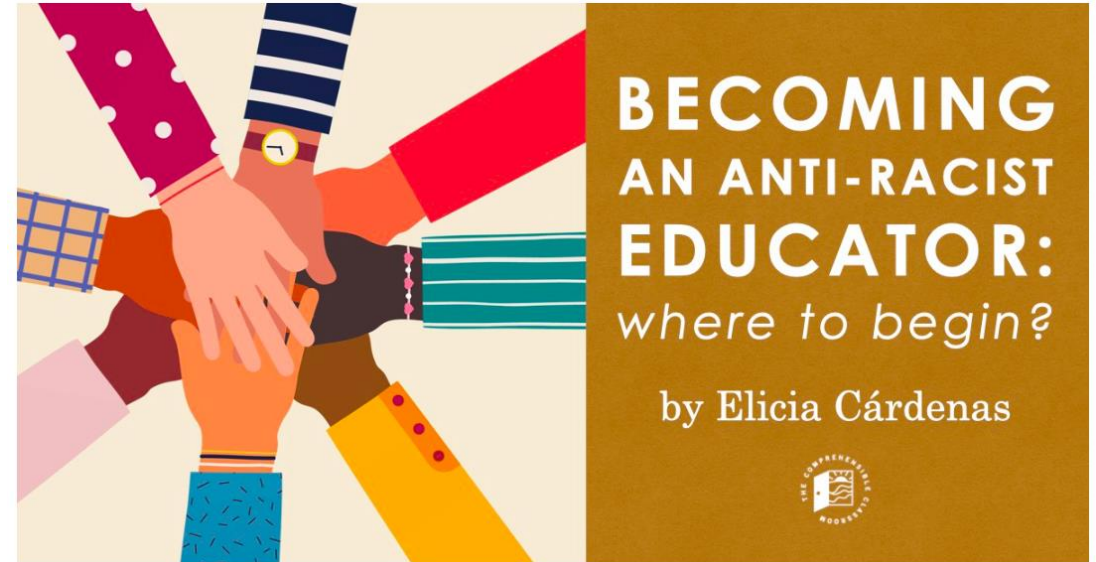
Life-long learners

- At EDUK, we believe in life-long learners and the book club gave members an opportunity to discuss themes of racial injustice.
- More specifically, we could reflect on our policies, processes, procedures and practices.
- The book club members were committed to reading, attending, learning, changing their personal and organisational practices. They gave up their time to learn and grow
- The Book club was a catalyst for deepening relationships between diverse members, and also to engaged them in holistic discussions about race from a broad range of diverse perspectives.
- Leaders seemed to respond positively to this. This could have been due to the recent George Floyd incident, or, it could have been due to the fact the CPD was long term and leaders were receiving something tangible in the form of the books.
- Because all leaders have the potential to make an impact on the experience of staff/service users, it is imperative that everyone is given the chance to engage with the topic of race, build confidence with racial literacy and arm themselves with the tools to help promote racial equality, tackle racial discrimination and to foster good relationships between diverse groups of people



Reflection: sharing your learning when we meet

- Have your perceptions on race changed having read the book?
- How has the theme of race been introduced in the book/s you read?
- Did the book/s discuss race differently?
- Are you more confident talking about race?
- Does defensiveness keep us from truly listening to black people?



An opportunity for reflection

- It is important that as leaders you engage with anti-racism initiatives.
- But equally, it is important to use the discussions as an opportunity to reflect on how individual leaders are progressing on their journey toward being anti-racist.
- Select your book, email me your selection and prepare to reflect/share on 16th December 2021

Equality and Diversity UK is inviting you to a scheduled Zoom meeting.

Topic: Anti Racism Book Club

Time: Dec 16, 2021 6:00 PM to 7.00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/84094099681?pwd=Y01pMnRwdzJYbEIMQ0dSVIN6NkJBUT09>

Meeting ID: 840 9409 9681

Passcode: Book club



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2021/2022 Book choices- you select



This year we are changing the approach to encourage leaders to read from a selection of books or select one of their own each month.



Leaders will be given a choice of books from which they can pick one to read each month. The suggestions for November reading and sharing in December are as follows:



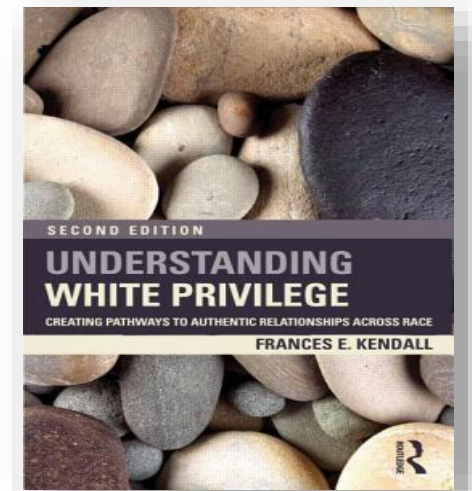
Selection choices

- How to Be an Antiracist by Dr. Ibram X Kendi
- Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge
- Between the World and Me by Ta-Nehisi Coates
- Slavery By Another Name by Douglas A. Blackmon
- The Nickel Boys by Colson Whitehead
- Hood Feminism by Mikki Kendall
- The New Jim Crow by Michelle Alexander
- The Fire Next Time by James Baldwin
- The Warmth of Other Suns by Isabel Wilkerson



Selection choices

- Sing, Unburied, Sing by Jesmyn Ward
- The Autobiography of Malcolm X by Malcolm X and Alex Haley
- There Are More Beautiful Things Than Beyoncé by Morgan Parker
- Their Eyes Were Watching God by Zora Neale Hurston
- I Know Why the Caged Bird Sings by Maya Angelou
- Hellhound On His Trail by Hampton Sides
- Words of Change Series: Anti-Racism by Kenrya Rankin
- Understanding White Privilege by Frances E Kendall



Selection choices



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