# Anti-Racist Reading Group guidelines

The Anti-Racist Reading Group (ARRG) is for everyone, whether you are starting your anti-racist journey or whether it’s something you have been learning about for a long time. The ARRG is a space to discuss your reading, reflect on your thoughts, and share ideas for action.

The group agreement (page 3) is a compulsory element of the ARRG which should be developed collectively at your first meeting. This will allow you to set clear boundaries and expectation and also to discuss what you would like to get out of the ARRG. \*\*This agreement is based of Glasgow EPS’ peer support guidelines\*\*

One of the most important factors is the development of trust, safety and good communication within the group.

While the ARRG should offer a safe space for discussion and reflection, professional standards must be upheld (e.g. in relation to equalities) and EPs must continue to adhere to the BPS Code of Ethics and Conduct and HCPC standards e.g. particularly in reference to HCPC standard 5.

***Ideas for format and structure***

* Select one book/ article/ podcast
* Agree what chapters/ pages to read/ listen to between each group meeting
* Agree how often you will meet to discuss (e.g. 6-weekly)
* Agree how and when you will collate reflections/ ideas for practice (e.g. MS OneDrive folder, before meeting or during meeting)
* Agree format to reflections/ questions to consider

***Ideas for reading/ podcasts (there are loads out there so this is just a starter for ten!)***

* A Critical Review of Educational Psychologist Engagement with the Black Community: A Diverse Group Within a Local UK Community Context – Dr Selone Ajewole
* The Good Ally – Nova Reid
* Me and White Supremacy – Layla F. Saad
* Why I’m No Longer Talking to White People About Race – Reni Eddo-Lodge
* How to Be An Antiracist – Ibram X. Kendi
* So You Want to Talk about Race – Ijeoma Oluo
* Brit(ish) – Afua Hirsch
* Natives: Race and Class in the Ruins of Empire – Akala
* The Antiracist Educator – Pranav Patel
* Against White Feminism – Rafia Zakaria
* They: What Muslims and non-Muslims Get Wrong about Each Other – Sarfaz Manzoor
* Biased: Uncovering the Hidden Prejudices That Shape Our Lives – Jennifer Eberhardt
* Learning Whiteness: Education and the Settler Colonial State – Arathi Sriprakash, Sophie Rudolph & Jessica Gerrard

***Ideas for reflective questions***

* Thoughts/ feelings/ questions
* How might this impact on your practice/personal life/ actions you will take
* Consider any reflective questions posed by the author of the book/ article/ podcast
* Diversity and Anti-Racist Professional Learning [questions](https://darpl.org/wp-content/uploads/2023/01/WIDER-SCHOOL-STAFF-PLP-ENGLISH-25.8.22.pdf) to consider
* [Anti Racist Cumbria](https://antiracistcumbria.org/arc-book-club/) created a book group and posed the following wider reflective questions:
  + 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 BPOC folks?

***Example aims and purpose of ARRG***

Aims:

* To meet regularly (every 6 weeks) to discuss and reflect upon articles/books/podcasts that we have selected to read/listen to
* To create and share reflective questions and ideas for discussion
* To share articles with group and consider how to best share resources/reflections beyond the reading group e.g. with Anti-Racist Network, with wider Local Authorities

Purpose:

* To enhance and deepen our knowledge, understanding and skills in being actively and consistently anti-racist in all aspects of our lives – both professional and personal
* To create a safe and supportive space for people to come together to share their experiences, reflections and questions around designated reading
* To relate the reading directly back to our role as Educational Psychologists and learn how we can challenge racism and systematic oppression within our work, more widely in society and in our own beliefs

**Anti-Racist Reading Group Agreement**

**Group members and EPS:**

**Date:**

**Logistics***(Where will your group meet? How often will you meet? How will you ensure confidentiality within your meeting space?)*

**Boundaries and expectations***(How will you ensure trust and safety for all within your group?)*

**Agenda***(Will you set an agenda prior to the meeting? If so, who will collate this, minute discussions and share with the group?) PLEASE SEE SUGGESTIONS FOR FORMAT/ FEATURES OF READING GROUP*

**Structure**   
*(How will you structure your discussions? Will you use a framework? If so, which one?)*

**Facilitation***(How will you share the role of facilitator within your group?)*

**Goals/ purpose***(What do you hope to achieve (individually and as a group) by participating in the ARRG; how and when will you* ***evaluate*** *your progress against your goals?)*

**Safeguarding***(How will you ensure the safety of all group members? What is your protocol/ process for raising wellbeing concerns, where support cannot be offered within the scope of the group).*

**The below statements must be included within your group agreement as a minimum:**

* All group members will adhere to the BPS Code of Ethics and Conduct and HCPC standards and raise any concerns around this with Barry (SMT link).
* If we are concerned about the wellbeing of a group member, we will use our personal and professional judgment to determine next steps.