

SDEP Anti-Racist  
Network  
Session 4  
22.05.24

SDEP Anti Racist Network Session  
4 (22.05.24) Sign In





# Session Outline

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1. Welcome and Overview of Anti-Racist Network
2. Mélina Valdelièvre: Racial Trauma
3. Feedback from last network activity
4. Reflective Activity
5. End of year evaluation



# Anti-Racist Network

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- \* Open to anyone who is an EP, TEP or EPIT in Scotland
- \* Aim to create a safe space for discussion and action around anti-racism within the profession
- \* Meet approx. 4 times in the academic year, dates set at the beginning of the academic session
- \* Each session focuses on both input and reflective activity
- \* Serves as a function for consultation for wide strategic strands
- \* Anyone interested in joining: Scan QR Code



# Content Warning & Emotional Safety

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Subject and content can be emotive

Aiming to achieve a balance to allow us to sit with discomfort that serves as a springboard for change and action

Please take time to step out if this is required

We do not seek to create a hierarchy of lived experiences and this group explicitly recognises that other marginalised groups also experience discrimination and the

These sessions do often contain difficult challenge questions

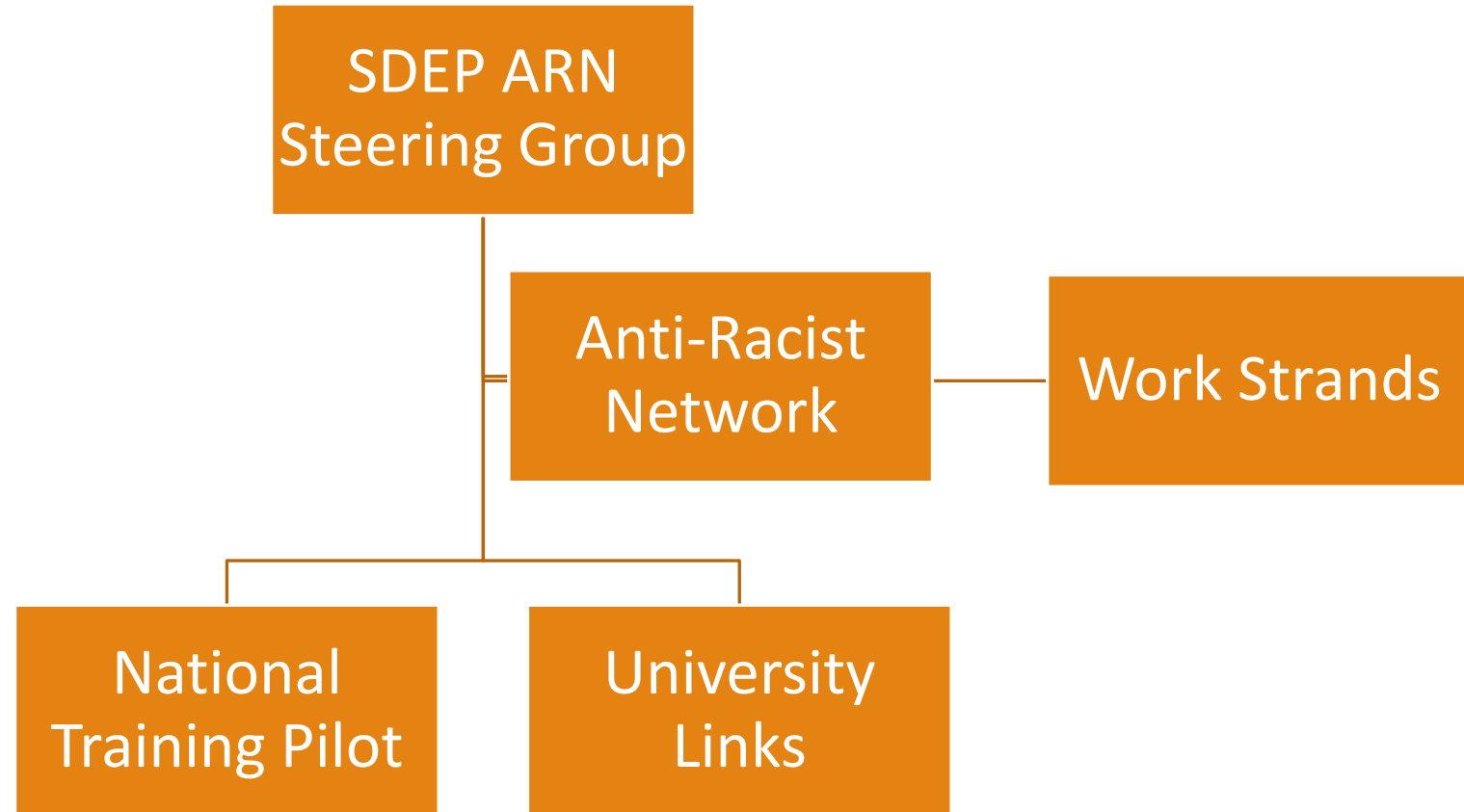
We encourage debate and discussion but the questioning of the lived experience of BPOC is not up for discussion

Language and terminology

We ask that you pay attention to any thoughts, feelings and reactions that occur during discussions

# SDEP Anti-Racist Network

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# SDEP Anti-Racist Work Strand

# Melina Valdelievre

[Melina Valdelièvre](#) started her career as a secondary English teacher and started engaging in anti-racist activism through her work in teacher trade unions and with the [Scottish Association for Minority Ethnic Educators](#) (SAMEE). After completing a Masters in Education focused on anti-racist education, and receiving a scholarship to research [racial dialogue](#) in education in the USA, Mélina co-founded the website, podcast and collective, [The Anti-Racist Educator](#). In 2021, Mélina joined Education Scotland where she led the [Building Racial Literacy programme](#) for two years. In her current position as a Senior Education Officer for Equalities, Mélina continues to promote anti-racist education, especially through her role as the co-chair of the Curriculum Reform subgroup of the Scottish Government's [Anti-Racism in Education Programme](#).

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Slides from the input by Mélina Valdelièvre on racial trauma can be accessed here:

[Education Psychologists Anti-Racism Network - MV May 2024.pptx](#)



# Today's reflection theme: Menti Activity

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The year in review:

What have been your takeaway messages?

What has changed for you professionally or personally?

How have you responded to call to action themes?

Would a BPOC know you have moved in your anti-racism journey towards meaningful allyship?

# Menti Activity

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**What words or phrases come to mind when you think about the last year and your attendance and engagement at the anti-racist network meetings?**



Today's challenging thought...

“ Racism should never have happened and so you don't get a cookie for reducing it”

- Chimamanda Ngozi Adichie, *Americanah*

Optical Allyship

(Me and White Supremacy)

<b>Diversifying your knowledge/CLPL</b>  (e.g. reading, listening, watching, contributing to text and literature)	<b>Challenging bias in myself/checking information bias</b>  (e.g. critical self reflection, catching yourself, challenging yourself, avoiding rationalising internal racism)	<b>Challenging racism in others</b>  (e.g. actively challenged, educated others etc, avoiding rationalising racism)	<b>Activism</b>  (e.g. Attending events that focus on race-related issues, supporting the work, art and businesses of BIPOC)	<b>Anti-racist professional practice and service delivery</b>
<ul style="list-style-type: none"> <li>Podcasts/ Reading</li> <li>Discussions with colleagues</li> <li>Understand language/ terms/ theories such as CRT</li> <li>Engage with government policy/ documents</li> <li>Take a critical viewpoint of info consumed through white lens</li> <li>book group</li> <li>Protected/ ringfenced time to learn/ SLT to protect time/ e.g 10-15 mins end of the day</li> <li>Building connections with other cultures</li> </ul>	<ul style="list-style-type: none"> <li>Creating time for critical self-reflection</li> <li>Self-evaluation of casework</li> <li>Consider are we being authentic in our actions?</li> <li>Discussions with supervisor</li> <li>Considering how your own demographic/ social graces can lead to rationalisation/ complicity rather than taking anti-racist action</li> <li>Question how thoughts have been formed</li> <li>Notice and interrupt racial bias</li> <li>Accept discomfort is normal</li> </ul>	<ul style="list-style-type: none"> <li>Make explicit antiracism work in development work/ training/ with establishments to provide context for future challenge/ discussion</li> <li>Use relationships to bring people in</li> <li>Scripted autopilot statements</li> <li>Sharing work with others</li> <li>Signal that we will be challenging racism</li> <li>Raise awareness of microaggressions</li> <li>Build racial literacy to feel more confident calling out/ in racism</li> </ul>	<ul style="list-style-type: none"> <li>Promoting art/ books/ businesses of BIPOC</li> <li>Genuine/ authentic and not performative or tokenistic activism</li> <li>Attend and promote anti-racist network</li> <li>Attend training</li> <li>Engage in person with events/ protests/ petitions</li> <li>Seek out films from a BAME culture</li> <li>Model the journey, show people what you are doing in your head out loud</li> <li>Engage in work strands in EPS and anti-racism network</li> </ul>	<ul style="list-style-type: none"> <li>Develop SIP post Anti-racism training</li> <li>More reflections/ discussions within team</li> <li>Plan implementation of Anti-racism in EPS</li> <li>Plan how to continue learning/ reflections once sessions have ended</li> <li>Link with national anti-racist forum with other professionals</li> <li>Ongoing engagement with work</li> <li>Use frameworks such as this to provide structure for anti-racist practice</li> </ul>

## In small groups...

- Consider, discuss and record notes on the following questions:
  - What aspects of our service delivery considers and supports pupils/staff with racial trauma?
  - What areas require further development?
  - How can services best support pupils/staff who have experienced racial trauma?

# End of Year Evaluation

SDEP Anti-Racist network -end of  
year evaluation

