



# Anti-Racist ALLIES in Renfrewshire's Schools: Resource & Reading List for School Staff

**A**



## ACKNOWLEDGE

- We live in a society that elevates white culture over others. Racism exists at a number of different levels, and as a white practitioner, I have and do benefit from white privilege.

**L**



## LISTEN

- Listen to and actively engage with the experiences and views of individuals and communities who have been directly impacted by racism.

**L**



## LEARN

- Learn the history of racism and Anti-Racism, particularly in the UK and how this continues to impact on modern society. Find the ways to challenge your white-centric perspective.

**I**



## INTEROGATE

- Reflect critically on racism, its impact and your role in perpetuating it personally and professionally, individually and systemically.

**E**



## EXPLORE

- Explore and confront your own biases and privilege.

**S**



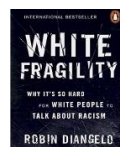
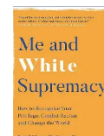
## SPEAK UP

- Speak up by utilising your white privilege to share Anti-Racist information, resources and challenge racism.

The ALLIES acronym is created by the Scottish Division Of Educational Psychologists (SDEP) Anti-Racist network to support practitioners Anti-Racist learning

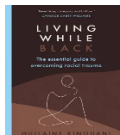
## Acknowledge

...that we live in a society that elevates white culture over others. Racism exists at a number of different levels, and as a white practitioner, I have and do benefit from white privilege.

| Books                                                                                                                                                                                                                                                                                                        |                                                                                     |
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| <ul style="list-style-type: none"> <li>“<i>White Fragility: Why It's So Hard for White People to Talk About Racism</i>” by Robin DiAngelo</li> </ul>                                                                                                                                                         |  |
| <ul style="list-style-type: none"> <li>“<i>Me &amp; White Supremacy</i>” by Layla F Saad</li> </ul>                                                                                                                                                                                                          |  |
| Articles & Resources                                                                                                                                                                                                                                                                                         |                                                                                     |
| <ul style="list-style-type: none"> <li><a href="#">How systemic racism affects young people in the UK   Barnardo's</a></li> <li><a href="#">White Privilege Test (The Anti-Racist Educator Edition)</a></li> </ul>                                                                                           |                                                                                     |
| Social Media                                                                                                                                                                                                                                                                                                 |                                                                                     |
| <ul style="list-style-type: none"> <li>Follow on Instagram:<br/><a href="#">Everydayracism_</a> (<a href="#">Naomi and Natalie (@everydayracism_)</a>)</li> </ul>                                                                                                                                            |                                                                                     |
| Podcasts & Video                                                                                                                                                                                                                                                                                             |                                                                                     |
| <ul style="list-style-type: none"> <li><i>The Anti-Racist Educator</i>. Various podcasts available on Spotify:<br/><a href="#">The Anti-Racist Educator   Podcast on Spotify</a><br/>or <a href="https://www.theantiracisteducator.com/podcast">https://www.theantiracisteducator.com/podcast</a></li> </ul> |                                                                                     |

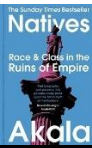
## Listen

...to & actively engage with the experiences & views of individuals & communities who have been directly impacted by racism.

| Books                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                      |
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| <ul style="list-style-type: none"> <li>“<i>The Good Immigrant</i>” edited by Nikesh Shukla<br/>Audiobook also available on Spotify: <a href="#">The Good Immigrant   Audiobook on Spotify</a></li> </ul>                                                                                                                                                                                                                                                                               |   |
| <ul style="list-style-type: none"> <li>“<i>It's not about the Burqa: Muslim women on Faith</i>” by Mariam Khan<br/>Audiobook also available on Spotify: <a href="#">It's Not About the Burqa: Muslim Women on Faith, Feminism, Sexuality and Race   Audiobook on Spotify</a></li> </ul>                                                                                                                                                                                                |                                                                                      |
| <ul style="list-style-type: none"> <li>“<i>Living While Black: Using Joy, Beauty, and Connection to Heal Racial Trauma</i>” by Guilaine Kinouani<br/>Audiobook also available on Spotify: <a href="#">Living While Black: The Essential Guide to Overcoming Racial Trauma – A GUARDIAN BOOK OF THE YEAR   Audiobook on Spotify</a></li> </ul>                                                                                                                                          |  |
| <ul style="list-style-type: none"> <li>“<i>Hidden Histories</i>” with Nova Reid (Audiobook):<br/><a href="#">Hidden Histories with Nova Reid Audiobook   Free with trial</a></li> </ul>                                                                                                                                                                                                                                                                                                |                                                                                      |
| Articles                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                      |
| <ul style="list-style-type: none"> <li>“You’re reminded you don’t belong, even if you were born in Britain” (Guardian article):<br/><a href="#">You’re reminded you don’t belong, even if you were born in Britain’: after the riots, reflections on racism   Race   The Guardian</a></li> </ul>                                                                                                                                                                                       |                                                                                      |
| <ul style="list-style-type: none"> <li>Executive summary of research into the perceptions and experiences of BAME YP in Scottish secondary schools: <a href="#">iys edi report v1.pdf</a></li> </ul>                                                                                                                                                                                                                                                                                   |                                                                                      |
| <ul style="list-style-type: none"> <li>“<i>Mental Health and Wellbeing of Ethnic Minority Teachers</i>” (Education Support): <a href="#">Mental Health and Wellbeing of Ethnic Minority Teachers</a></li> </ul>                                                                                                                                                                                                                                                                        |                                                                                      |
| Social Media                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                      |
| <ul style="list-style-type: none"> <li>Follow on Instagram:<br/>Nova Reid (<a href="https://www.instagram.com/novareidofficial/">https://www.instagram.com/novareidofficial/</a>)<br/>Akala (<a href="https://www.instagram.com/akalamusic/">https://www.instagram.com/akalamusic/</a>)</li> </ul>                                                                                                                                                                                     |                                                                                      |
| Podcasts & Video                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                      |
| <ul style="list-style-type: none"> <li><i>Epistemic homelessness</i> (Guilaine Kinouani):<br/><a href="#">Guilaine Kinouani: Epistemic homelessness   TED Talk</a></li> </ul>                                                                                                                                                                                                                                                                                                          |                                                                                      |
| <ul style="list-style-type: none"> <li><i>The Anti-Racist Educator Podcast</i> (available on Spotify and online <a href="#">here</a>) e.g:             <ul style="list-style-type: none"> <li><a href="#">Racial Trauma, Black History and Black Joy: In Conversation with Ife Thompson from BLAM UK   Podcasts</a></li> <li><a href="#">In conversation with Ann: institutional racism in education, impact on family and hopes for the future.   Podcasts</a></li> </ul> </li> </ul> |                                                                                      |

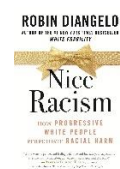
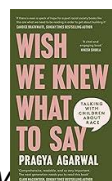
## Learn

...the history of racism and Anti-Racism, particularly in the UK and how this continues to impact on modern society. Find the ways to challenge your white-centric perspective.

| Books                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                     |
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| <ul style="list-style-type: none"> <li>“No Problem Here: Understanding Racism in Scotland”</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
| <ul style="list-style-type: none"> <li>“Natives: Race and Class in the Ruins of Empire” by Akala</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| Articles & Resources                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                     |
| <ul style="list-style-type: none"> <li><a href="#">Black care-experienced young people in the criminal justice system   Barnardo's</a></li> <li><a href="#">How systemic racism affects young people in the UK   Barnardo's</a></li> <li>Introduction to Anti-Racist curriculum development -Coalition for Racial Equality and Rights (CRER): <a href="#">Antiracist curriculum development — CRER</a></li> <li>Anti racist educator glossary (of common terms): <a href="https://www.theantiracisteducator.com/glossary">https://www.theantiracisteducator.com/glossary</a></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |
| Social Media                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                     |
| <ul style="list-style-type: none"> <li>Talking racism and mental health in schools: podcast series (The Anna Freud Centre) <a href="https://www.annafreud.org/schools-and-colleges/anti-racism-and-mental-health-in-schools/talking-racism-and-mental-health-in-schools-podcast-series/">https://www.annafreud.org/schools-and-colleges/anti-racism-and-mental-health-in-schools/talking-racism-and-mental-health-in-schools-podcast-series/</a></li> <li>The Anti-Racist Educator (available on Spotify and online <a href="#">here</a>):             <ul style="list-style-type: none"> <li>What is race? Is it still relevant in Scotland?</li> </ul> </li> <li>Follow on Instagram: Justice 4 windrush <a href="https://www.instagram.com/j4windrush/">https://www.instagram.com/j4windrush/</a></li> </ul>                                                                                                                                                                                                              |                                                                                     |
| Podcasts & Video                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                     |
| <ul style="list-style-type: none"> <li>What is colonialism? The history of racism (University of Sheffield): <a href="https://youtu.be/XQV8qCkFV9E">https://youtu.be/XQV8qCkFV9E</a></li> <li>Glasgow slavery history (Vice): <a href="https://youtu.be/y_YDMbLXtx0">https://youtu.be/y_YDMbLXtx0</a></li> <li>The effects of slavery today (Joy DeGruy, YouTube): <a href="https://youtu.be/Rorgjdvphck">https://youtu.be/Rorgjdvphck</a></li> <li>The lie that invented racism (John Biewen): <a href="https://www.ted.com/talks/john_biewen_seeing_white">https://www.ted.com/talks/john_biewen_seeing_white</a></li> <li>Education, Race and Class in Scottish history (Smina Akhtar): <a href="https://www.youtube.com/watch?v=2MpyiNgqyQM">https://www.youtube.com/watch?v=2MpyiNgqyQM</a></li> <li>Enslaved (4 part BBC series): Available on <b>YouTube</b> (No longer on <b>iPlayer</b>)</li> <li>Subnormal: A British scandal (BBC documentary): <a href="#">BBC One - Subnormal: A British Scandal</a></li> </ul> |                                                                                     |

## Interrogate

...Reflect critically on racism, it's impact and your role in perpetuating it personally and professionally, individually and systemically.

| Books                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                     |
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| <ul style="list-style-type: none"> <li><i>Nice Racism: How Progressive White People Perpetuate Racial Harm</i> by Robin DiAngelo</li> </ul>                                                                                                                                                                                                                                                                                       |  |
| <ul style="list-style-type: none"> <li><i>“Wish we knew what to say: Talking with children about race”</i> by Dr Pragya Agarwal</li> </ul>                                                                                                                                                                                                                                                                                        |  |
| Articles & Resources                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                     |
| <ul style="list-style-type: none"> <li><i>Cultural Competence in Practice: A Reflective Tool for Education Professionals</i> by Rachel Beattie, Ashley Cairns &amp; Jemma Coysh (Educational Psychologists in Training). Available in interactive ThingLink version or downloadable version:<br/><a href="https://www.thinglink.com/scene/2030670313838090084">https://www.thinglink.com/scene/2030670313838090084</a></li> </ul> |                                                                                     |
| <ul style="list-style-type: none"> <li><i>A toolkit from Forth valley/ West Lothian Regional Improvement Collaborative to support your anti-racism journey (ThingLink):</i><br/><a href="https://www.thinglink.com/card/1713398786262303588">https://www.thinglink.com/card/1713398786262303588</a></li> </ul>                                                                                                                    |                                                                                     |
| <ul style="list-style-type: none"> <li>Recent research on teachers managing and responding to racism in schools:<br/><a href="https://frontiersin.org/articles/10.3389/fpsyg.2020.00000">Frontiers   Teacher responses to racially motivated bullying in Scotland (frontiersin.org)</a></li> </ul>                                                                                                                                |                                                                                     |
| <ul style="list-style-type: none"> <li><i>The Anti-Racist Educator</i> article on pupils call for a decolonized curriculum: <a href="#">Pupils in Scotland Call for Change: It's Time for an Anti-Racist, Decolonised Curriculum</a></li> </ul>                                                                                                                                                                                   |                                                                                     |
| <ul style="list-style-type: none"> <li><a href="#">Understanding the adultification of children and young people   BPS</a></li> </ul>                                                                                                                                                                                                                                                                                             |                                                                                     |
| <ul style="list-style-type: none"> <li><i>Addressing race and trauma in the classroom: A resource for educators</i> National Child Traumatic Stress Network:<br/><a href="https://www.nctsn.org/sites/default/files/resources/addressing_race_and_trauma_in_the_classroom_educators.pdf">https://www.nctsn.org/sites/default/files/resources/addressing_race_and_trauma_in_the_classroom_educators.pdf</a></li> </ul>             |                                                                                     |
| <ul style="list-style-type: none"> <li><i>Introduction to antiracist curriculum development -Coalition for Racial Equality and Rights (CRER):</i> <a href="#">Antiracist curriculum development — CRER</a></li> </ul>                                                                                                                                                                                                             |                                                                                     |
| <ul style="list-style-type: none"> <li><i>Windows &amp; Mirrors: Diversity in the curriculum</i> (Education Scotland). The concept of Mirrors and Windows as a useful practical approach to embed diversity and equalities in the curriculum: <a href="#">iwe-mirrors-and-windows-information-note-informed-level.pdf</a></li> </ul>                                                                                              |                                                                                     |
| Social Media                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                     |
| <ul style="list-style-type: none"> <li>Follow on Instagram:<br/><a href="https://www.instagram.com/anti_racist_educators/?igsh=bDRpdHJ2aGhzdzA3#">https://www.instagram.com/anti_racist_educators/?igsh=bDRpdHJ2aGhzdzA3#</a></li> </ul>                                                                                                                                                                                          |                                                                                     |
| Podcasts & Video                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                     |
| <ul style="list-style-type: none"> <li><i>“Not all superheroes wear capes” (microaggressions)</i> Nova Reid:<br/><a href="https://www.ted.com/talks/nova_reid_not_all_superheroes_wear_capes_you_have_the_power_to_change_the_world">https://www.ted.com/talks/nova_reid_not_all_superheroes_wear_capes_you_have_the_power_to_change_the_world</a></li> </ul>                                                                     |                                                                                     |

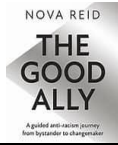
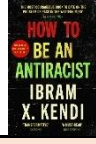
## Explore

...and confront your own biases and privilege.

| Books                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                     |
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| <ul style="list-style-type: none"> <li>• “<i>Me and White Supremacy</i>” by Layla F. Saad<br/>‘Me And White Supremacy’ Helps You Do The Work Of Dismantling Racism (summary of above book): <a href="https://www.npr.org/2020/07/06/887646740/me-and-white-supremacy-helps-you-do-the-work-of-dismantling-racism">https://www.npr.org/2020/07/06/887646740/me-and-white-supremacy-helps-you-do-the-work-of-dismantling-racism</a></li> </ul> |                                                                                     |
| <ul style="list-style-type: none"> <li>• “<i>The Good Ally</i>” by Nova Reid</li> </ul>                                                                                                                                                                                                                                                                                                                                                      |  |
| Articles & resources                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                     |
| <ul style="list-style-type: none"> <li>• “<i>Why I no Longer Talk to White People About Race</i>” by Rennie Edio Lodge (article, audio version available, The Guardian)<br/><a href="https://www.theguardian.com/world/2017/may/30/why-im-no-longer-talking-to-white-people-about-race">https://www.theguardian.com/world/2017/may/30/why-im-no-longer-talking-to-white-people-about-race</a></li> </ul>                                     |                                                                                     |
| <ul style="list-style-type: none"> <li>• <a href="#">White Privilege Test (The Anti-Racist Educator Edition)</a></li> </ul>                                                                                                                                                                                                                                                                                                                  |                                                                                     |
| Podcasts & Video                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                     |
| <ul style="list-style-type: none"> <li>• <i>Not-racist v antiracist: what’s the difference?</i> (video, BBC Bitesize):<br/><a href="https://www.bbc.co.uk/bitesize/articles/zs9n2v4">https://www.bbc.co.uk/bitesize/articles/zs9n2v4</a></li> </ul>                                                                                                                                                                                          |                                                                                     |

## Speak Up

...by utilising your white privilege to share Anti-Racist information, resources and challenge racism

| Books                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                      |
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| <ul style="list-style-type: none"> <li>“No offence but...” by Gina Martin</li> </ul>                                                                                                                                                                                                                                                                                                                                                                      |   |
| <ul style="list-style-type: none"> <li>“The Good Ally” by Nova Reid</li> </ul>                                                                                                                                                                                                                                                                                                                                                                            |   |
| <ul style="list-style-type: none"> <li>“How to be an antiracist” by Ibram X. Kendi</li> </ul>                                                                                                                                                                                                                                                                                                                                                             |  |
| Article's & resources                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                      |
| <ul style="list-style-type: none"> <li><a href="https://www.theantiracisteducator.com/school-resources">https://www.theantiracisteducator.com/school-resources</a></li> </ul>                                                                                                                                                                                                                                                                             |                                                                                      |
| <ul style="list-style-type: none"> <li>Resources, tools, workshops and ideas to support educators in Scotland to build an anti-racist curriculum: <a href="http://antiracist.scot">antiracist.scot</a></li> </ul>                                                                                                                                                                                                                                         |                                                                                      |
| <ul style="list-style-type: none"> <li>Promoting Anti-Racist Education in Scotland (Education Scotland) website: <a href="#">Promoting Anti-Racist Education in Scotland</a></li> </ul>                                                                                                                                                                                                                                                                   |                                                                                      |
| <ul style="list-style-type: none"> <li>Schools - addressing racism and racist incidents: Scottish government guidance: <a href="https://www.gov.scot/publications/addressing-racism-racist-incidents-schools/">https://www.gov.scot/publications/addressing-racism-racist-incidents-schools/</a></li> </ul>                                                                                                                                               |                                                                                      |
| <ul style="list-style-type: none"> <li>SCOTDEC anti racist toolkit for teachers: <a href="#">Anti-racist toolkit for teachers – Scotdec</a></li> </ul>                                                                                                                                                                                                                                                                                                    |                                                                                      |
| <ul style="list-style-type: none"> <li>Children's books to support empathy &amp; understanding for refugees and displaced people:               <ul style="list-style-type: none"> <li><a href="#">Saving the Butterfly</a></li> <li><a href="#">The Journey</a></li> <li><a href="#">My name is not Refugee</a></li> <li><a href="#">Lubna and Pebble</a></li> <li><a href="#">Adnan</a></li> <li><a href="#">The endless Sea</a></li> </ul> </li> </ul> |                                                                                      |
| Social Media                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                      |
| <ul style="list-style-type: none"> <li>Follow on Instagram:               <ul style="list-style-type: none"> <li>Tinytravels_UK</li> <li>Refuweegee (@refuweegee)</li> <li><a href="https://www.instagram.com/standuptoracismuk/">https://www.instagram.com/standuptoracismuk/</a></li> <li><a href="https://www.instagram.com/antiracismeveryday/">https://www.instagram.com/antiracismeveryday/</a></li> </ul> </li> </ul>                              |                                                                                      |
| Podcasts & Video clips                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                      |
| <ul style="list-style-type: none"> <li>Not-racist v antiracist: what's the difference? (video, BBC Bitesize): <a href="https://www.bbc.co.uk/bitesize/articles/zs9n2v4">https://www.bbc.co.uk/bitesize/articles/zs9n2v4</a></li> </ul>                                                                                                                                                                                                                    |                                                                                      |

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reading list for school staff  
Feedback form



To provide feedback on this resource, please scan the QR code or click here:  
<https://forms.office.com/e/n5WMvPeqfA>