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# CREATING AND SUSTAINING AN ANTI-RACIST CULTURE IN SOCIAL WORK



# CREATING CHANGE

- Requires leadership, proactiveness and allyship to work against racial injustice
- This history month 'Reclaiming Narratives and correcting historical inaccuracies.
- The UK is saturated in Black and global majority history and products that we use daily. From the clothes we wear, the food we eat to the gold and diamonds we wear on our fingers and around our necks. Changing narratives requires truth telling, about the contributions that black and global majority individuals, leaders and communities have made to British culture, innovation and development.
- Change needs to start with a willingness to look at the self/yourself and learned Biases, behaviours and language, to enable any move toward allyship or solidarity in anti- racist work environments and culture shifts to become a reality.
- The Far-right violence over the summer bears witness to the amount of work we still have to do, to combat inaccuracies and racist ideology.
- We have to start by sitting with the discomfort of talking about Race.

# LEMN SISSAY - CHANGES THE NARRATIVE

## Immigration R.S.V.P.

The lemons you suck are from Spain,  
And the orange you drink's from South Africa.  
Shoes you wear are made in Pakistan,  
And your oil is from Saudi Arabia.

You import your petrol from the Gulf States,  
And your toys are made in Taiwan.  
Your coffee they send from Colombia,  
And your cars are driven from Japan.

You've flooded yourself with foreign good,  
But foreigners you tell me are bad.  
You say you're afraid that they'll overrun you,  
But I'm afraid they already have.



# DISMANTLING RACISM

- “We cannot disrupt and dismantle what we seek to change if we retreat at the first signs of discomfort, whether that’s within ourselves or in our teams.” (*S. Daniels. 2022. The Anti-Racist Organization: Dismantling Systemic Racism in the Workplace*)

# RACISM IS NOT 9 – 5 FOR THOSE WITH LIVED EXPERIENCE

- Perhaps one of the reasons race equality initiatives have not taken hold is that they may have been seen by white leaders as a 'task' to be done and not as a way of life, inside and outside of the work environment. Authentic change requires professional and personal learning with empathy, acknowledging that Black colleagues and communities can never leave the impact of racism behind'. (*'Leading in Colour: The fierce urgency of Now'* –Durban. R, Spillett. M, Campbell-Stephens. R, (2021)



# YOU CAN IMPACT CHANGE



- If you are disgusted by what you see, and if you feel the fire coursing through your veins, then it's up to you. You don't have to be the leader of a global movement or a household name. It can be as small scale as chipping away at the warped power relations in your workplace. It can be passing on knowledge and skills to those who wouldn't access them otherwise. It can be creative. It can be informal. It can be your job. It doesn't matter what it is, as long as you're doing something.”

— Reni Eddo-Lodge,

- What action are you going to take toward creating and sustaining an anti-racist culture within your organisation; not just this month, but every month?

