



COFFEE AND CHAT: Cultural Inclusion in Practice



AGENDA

- Cultural inclusion and me
- Understanding the issues experienced
- Breakout rooms – scenarios
- Becoming ‘agents for change’





COFFEE AND CHAT:

Cultural Inclusion in Practice

Think of a time when you felt you **belonged** –

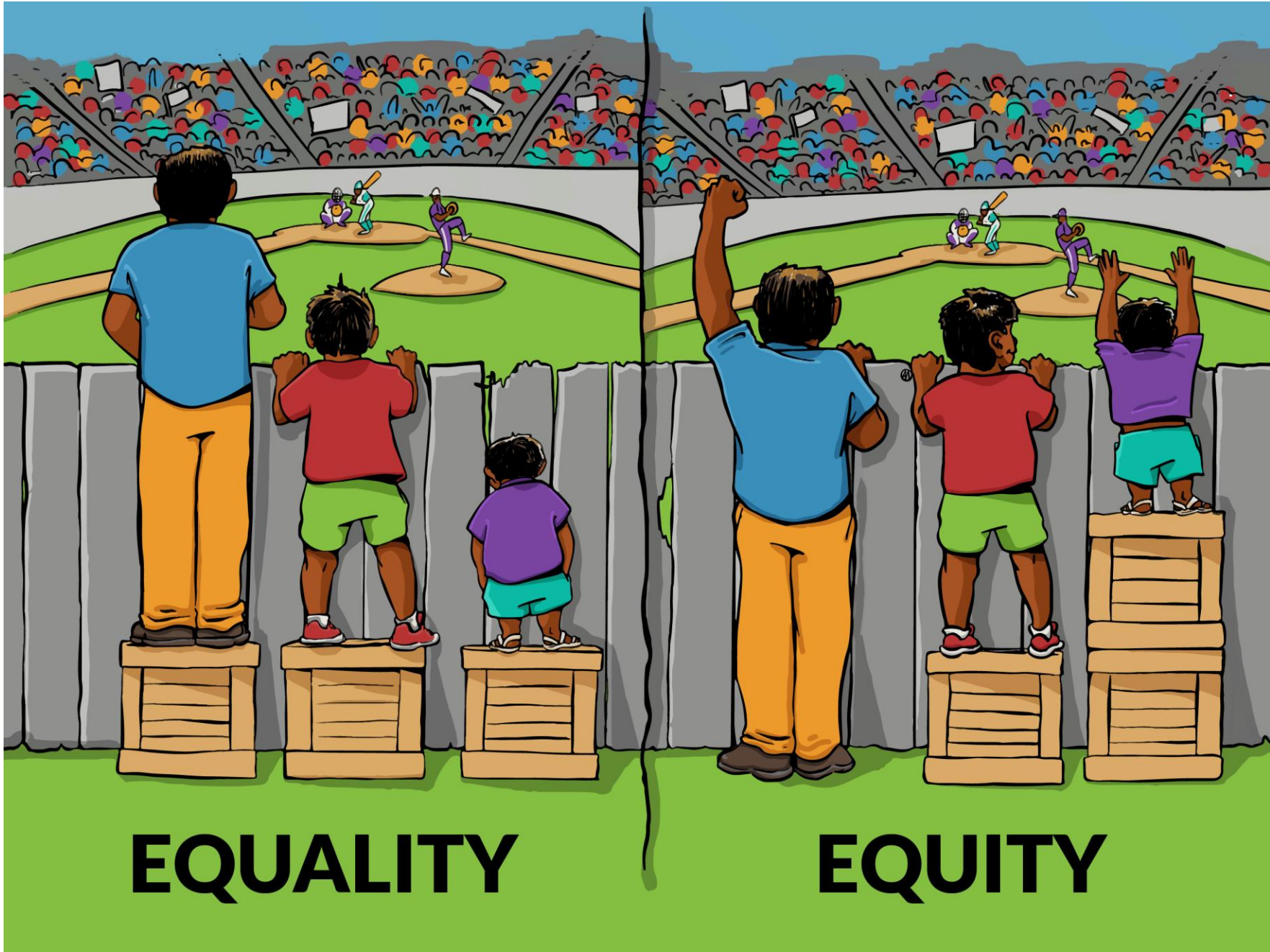
What were the things that helped you feel this way?



EDI – Race and Ethnic Diversity in Education

Priya Barai

Teacher of Geography & Race and Ethnic Diversity Lead at St George's College, Weybridge



EQUALITY

EQUITY



Sun CALL TO SEND IN OUR ARMY

Softy Calais goes ballistic... Frenchies are atrocious!

Daily Mail Apeiling last hours of Bos King killed for this man's deadly vanity

CALAIS: SEND IN THE ARMY

DAILY EXPRESS FREE EYE EXAMINATION

SEND IN ARMY TO HALT MIGRANT INVASION

FREE INSIDE CELEBRITY CHEF BARBECUE BIBLE

208,000 PASSPORTS HANDED TO MIGRANTS IN ONE YEAR

FREE INSIDE Glorious 20-page royal baby picture souvenir

500,000 MIGRANTS GET SOCIAL HOUSING

FAMILY HOLIDAYS FROM £35

Thousands of exhausted migrants make it to the promised land: 5,000 refugees arrive in Germany and Austria - as George Osborne calls on Europe to tackle the 'evil Assad regime and Isis'

FREE HOME TO PROPERTY IN PARADISE

SO BR

You pay to migrate their child



Daily Mail £1m GIVEAWAY

SLASH BENEFITS FOR EU MIGRANTS

MIGRANTS: HOW MANY MORE CAN WE TAKE?



LIVE

7 IN 10 CALAIS MIGRANTS GET INTO UK

UN as 10 per cent of migrants at Calais are a fit to Britain, 30% are rejected

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7 IN 10 CALAIS MIGRANTS GET INTO UK

HOW MANY MORE CAN WE TAKE?

Caprice and the PC who paid her in her place

Daily Mail Migrants' eight year battle to work the Queen's reward stops

FREE INSIDE

THEY GOT WHAT THEY DESERVED

Daily Mail FREE INSIDE

Sumptuous glossy magazine of royal photos that will melt your heart

TELL US TRUE NUMBER OF EU MIGRANTS

Whitehall covering up shocking figure ahead of EU peak, say MPs



Daily Mail TA-RA CHUCK

Clubs, the innocent superstar who touches all our lives

7 IN 10 CALAIS MIGRANTS GET INTO UK







For a lot of my life I have been the only black person in the room and it takes everything, it takes absolutely everything out of you...

Very lonely when you go into rooms and you don't see anyone who looks like you and it must feel like this for students too when they're coming up through school and none of their teachers look like them.

Alison Kriel – experienced Headteacher and Founder of Above and Beyond Education

The Theory of White Privilege

1. WHITE PRIVILEGE DOESN'T MEAN YOUR LIFE HASN'T BEEN HARD, IT MEANS YOUR SKIN TONE ISN'T ONE OF THE THINGS MAKING IT HARDER!

THERE'S PLENTY OF OTHER PRIVILEGES (SOCIO-ECONOMIC, MALE, HETEROSEXUAL CISGENDER, CHRISTIAN, ABLE-BODIED) BUT WHITE PRIVILEGE IS PERHAPS THE MOST ENDURING THROUGHOUT HISTORY

2. WHITE PRIVILEGE EXISTS AS A DIRECT RESULT OF BOTH HISTORIC AND ENDURING RACISM, BIASES, AND PRACTICES DESIGNED TO OPPRESS PEOPLE OF COLOR

A POC



3. WHITE PRIVILEGE MEANS YOU ACTIVELY BENEFIT FROM THE OPPRESSION OF POC



White Fragility and Gaslighting

FORTUNE

WORKING WHILE BLACK

I overheard a racist conversation and was offended by what was said.
First response of HR: “I’m sure they didn’t mean any harm.”

CHARLENE, 37

racial gaslighting sounds like

- “If you protested/said it peacefully, more people would listen to you.”
- “What I said/did is not racist”
- “Racism doesn’t exist anymore”
- “It was just a joke, calm down”
- “_____ people are racist too”
- “Why is it always about race?”
- “Are you sure that’s what happened?”
- “Just to play devils advocate here...”
- “*In my opinion*, I don’t think that they were being racist, I think...”

RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really really from?

What are you?

You speak English so well.

~~RACIAL
MICROAGGRESSIONS~~

What do your people think about that?

You're not like other Muslim people.

You're really handsome for someone so dark

You don't act like a normal Black person.

Your name is too hard to pronounce, can I just call you John?

Why do you sound so White?

Sent:

Mon, 17 Jan 2022 14:22:22 +0000

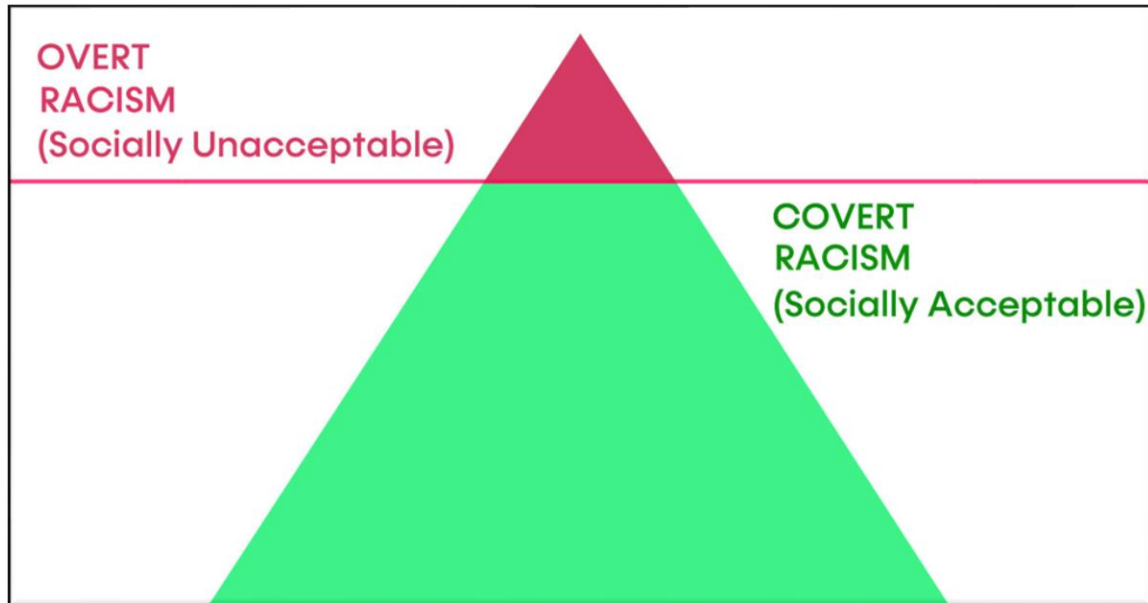
Subject:

New Patient Appointment

To whom it may concern, I have an appointment booked for 31/1/22 12.30pm. Having inspected the receipt, it seems I have been booked in with Pretash Patel. There is no mention of any such person on your website, nor was I informed at the time of booking. I mentioned to the receptionist that I seek to avoid diversity hires, hence my decision to employ a private dentist as opposed to the NHS. Perhaps I was misunderstood. To be clear, I will only do business with/ be treated by white Brits. If you are unable to meet my requirements, despite the impression your website gives, you may refund my appointment fee in full.

Sincerely, J. [REDACTED]

Overt Racism



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‘All white men should have a Black slave’: Tory politician investigated over racist audio clip

and primary school governor

Andrew Edwards, a county councillor and magistrate in Wales, is also accused of saying Black people are of “lower class” than white people

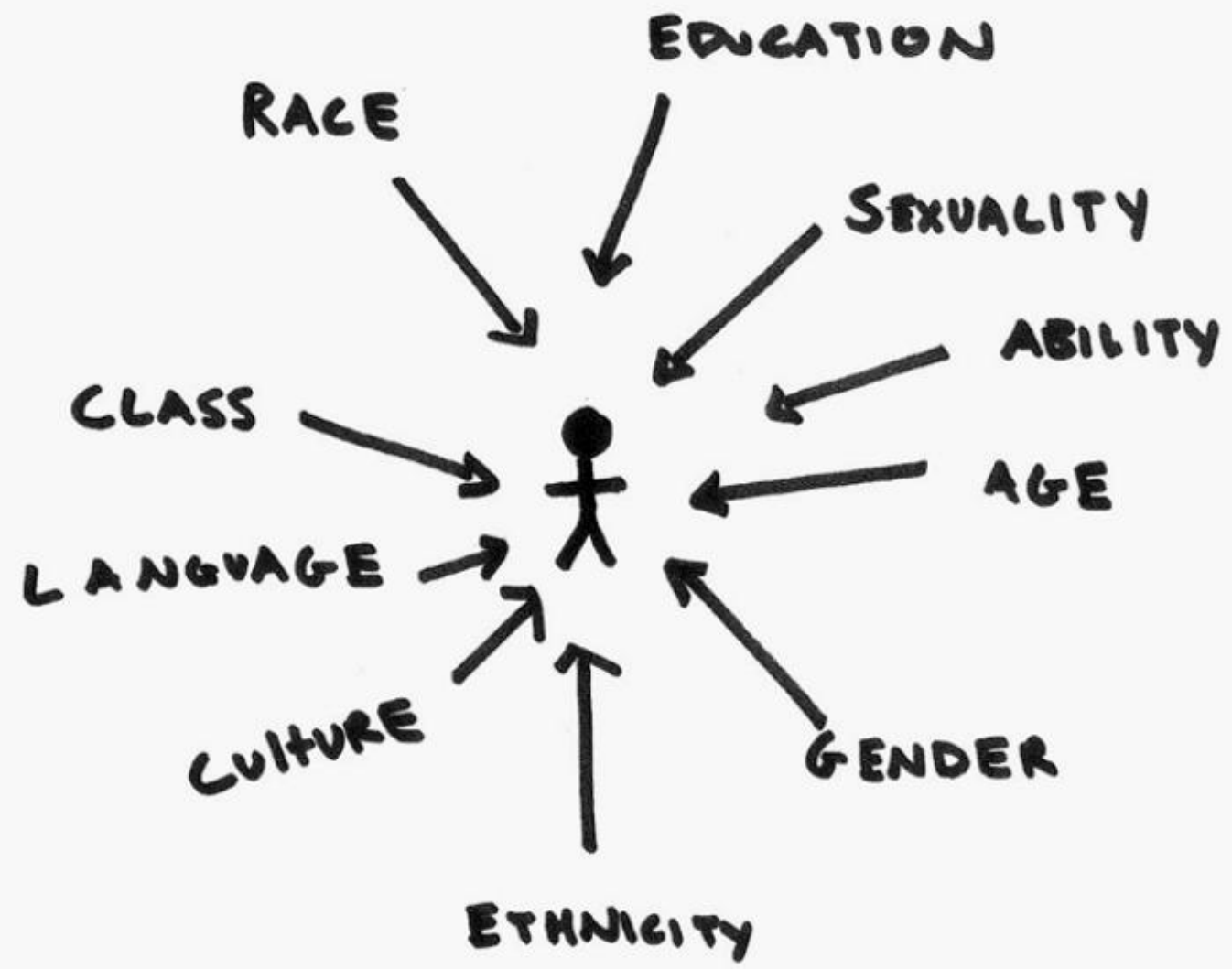
Nadine White Race Correspondent • 1 hour ago



13/04/2023

Intersectionality



Our language

Words can inspire.
And words can destroy.
Choose yours well.

Robin Sharma



If white people know how to say Daenerys Targaryen, they can learn to pronounce your name correctly.

- @kirkobainz

How I Spent The First Day Of School



- Learning
- Explaining to my teacher how to pronounce my name



Language and Professionalism in the Workplace



If you love your
'freedoms' but you
don't particularly care if
they apply to everyone,
what you actually love is
'PRIVILEGE'.

Cultural Inclusion in Practice



PBarai@StGeorgesWeybridge.com

<https://www.linkedin.com/in/priya-barai-edi/>

Thank you for listening.

Any Questions?



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Breakout rooms - scenarios

slido



How do we help others feel they belong?

ⓘ Start presenting to display the poll results on this slide.

slido



What small thing can I/my team do differently today?

ⓘ Start presenting to display the poll results on this slide.

slido



What do you need to help make that change?

ⓘ Start presenting to display the poll results on this slide.



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