

# Critical Race Theory, education and anti-racist practice

# Who are we?

The Centre for Education and Youth is a **think** and **action-tank** that provides timely and accessible research, support and tools for policymakers, organisations and practitioners supporting young people.



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# What we will explore today

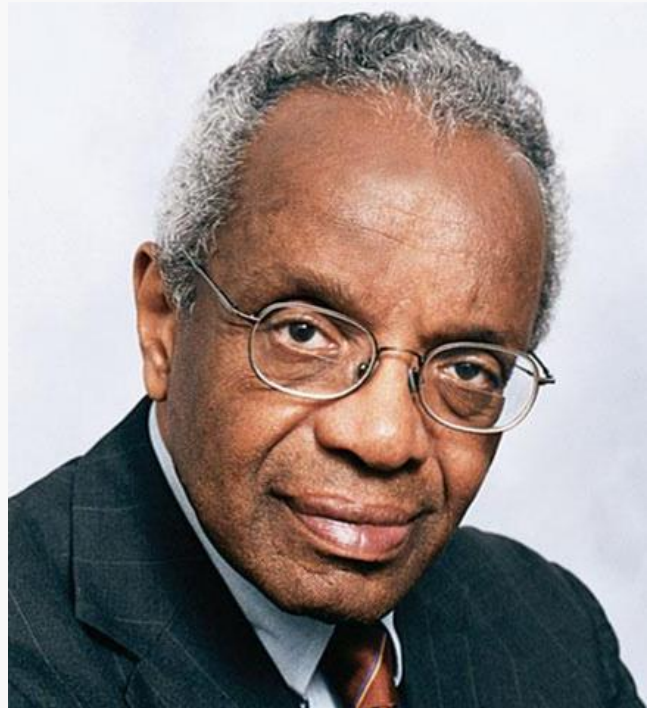
- What Critical Race Theory is
- What that means for students and teachers
- Some actions schools can take to build an anti-racist environment

# Critical Race Theory



**Kimberlé Crenshaw**

**Derrick Bell**



**David Gillborn**

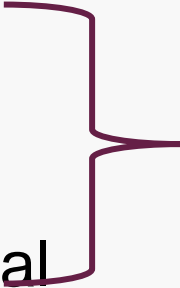
**Paul Warmington**



# Central principles of CRT

## 1. Racism is structural

- History
- Public policies
- Institutional practices
- Cultural stereotypes and normal



Work together to perpetuate racism



## 2. Racism is endemic to society

# CRT in Education

- Racism is embedded in our education system
- Racism impacts students *and* teachers in nuanced ways
- Active steps must be taken to eliminate it

# Overt racism

## Socially unacceptable

- Hate crimes •
- Racial slurs •
- Racist jokes •
- National Front •

# Covert racism

## Socially accepted/ practiced

- ‘Colour-blindness’ • Police brutality •
  - Microaggressions • Denial of racism •
  - Racial profiling • Tokenism •
  - “All Lives Matter” • “You’re articulate” •
  - Idea of a “post-racial” world •
  - Eurocentric beauty standards • Calling police in black people doing daily activities •
  - “We need qualified people” • Hairstyle policies •
  - “You don’t sound black” • Invalidating BAME peoples experiences of racism •
  - Treating black children/young people as adults • Why is my curriculum White? •
  - (mis)association of Black students with gang culture • Underachievement of BAME students •
  - Lack of BAME teachers in Senior Leadership • Being labelled as ‘aggressive’ or ‘confrontational’ •
- Prevent • Exclusions •

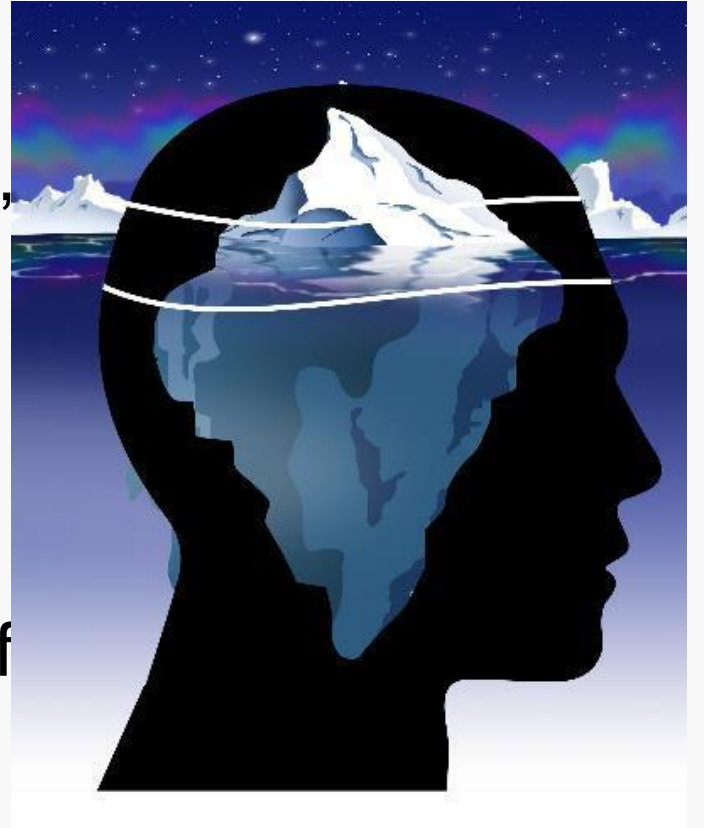


What action can and should be taken?

# Unconscious bias training

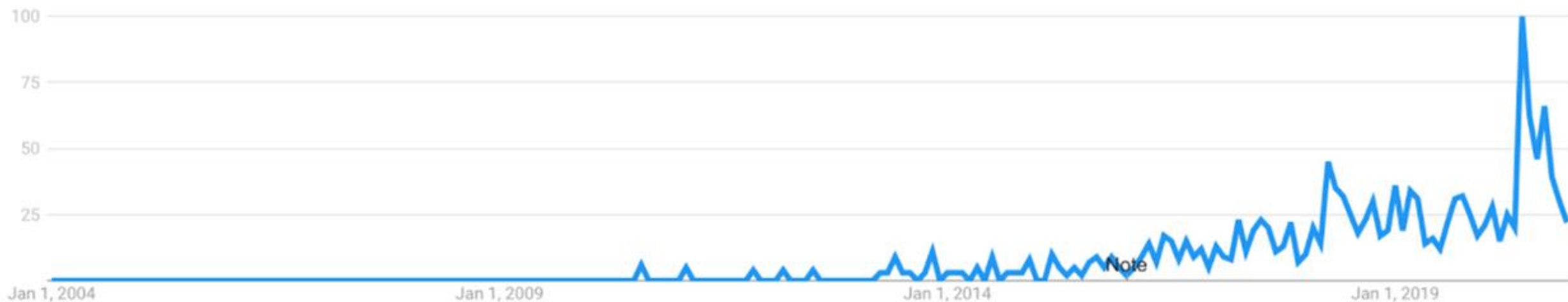
## Vote in the poll....

- Have you heard of the term 'unconscious bias'?
- Have you done unconscious bias training?
- Do you think unconscious bias training is helpful?



# Is unconscious bias training useful?

Interest over time ?



Caccavale, J. (2019). 'Unconscious bias training does not work'  
<https://www.beapplied.com/post/why-unconscious-bias-training-does-not-work>

# Does UBT work?

- **Evidence for:** Implicit bias scores (IAT) reduced up to 8 weeks later (control group had no effect). (Devine, 2012)
- **Evidence against:** A meta-analysis of 426 studies (80,000 participants) showed no sustained impact over a longer period of time (Forscher et al., 2019).
- **Variation in effect:** Another study showed impact on attitudes AND behaviour in women and BAME participants but not White men (Chang et al., 2019).

(Caccavale, 2019)

## In conclusion:

- Quality matters
- Culture and leadership matters
- Follow up matters

*"Great unconscious bias training provides a positive and supportive environment to **think through** how to ensure we recruit the best staff rather than inadvertently clone ourselves"*

*– Jane Farrell, CEO of EW group*

Is unconscious bias training enough?

# Other ways schools tackle racism

# Increase workforce 'racial literacy'

## Pros:

- Goes beyond unconscious bias
- Unpicks *why* racism exists, what it means and how people experience it

## Cons:

- Takes a lot of buy-in and time

# Look at the data and set targets

- Pros:
- Conversations about racism can be emotionally charged – it's harder to argue with data
- Can provide something tangible to tackle

## Cons:

- Limited if you don't take action
- Racism doesn't always present itself in data
- Places emphasis on the minority group as the problem if not followed with a solution
- Not possible in schools that have low proportions of BAME pupils or no pupils (but that doesn't mean these schools shouldn't take action)



# Use the curriculum (and your resources!)

## Pros:

- You can do it anywhere
- Increases the diversity of knowledge

## Cons:

- Depends on having a racially literate workforce
- Can be resource and time intensive
- Can have an adverse effect if done badly

Commit to long-term change.

# Discussion

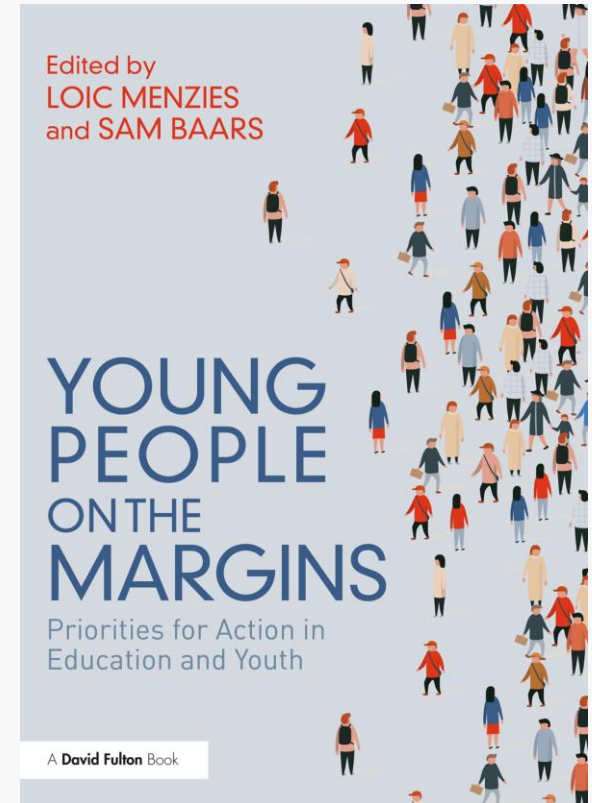
- What do you think about the possible options we've suggested?
- What do you think are the main barriers in schools to implementing an anti-racist approach?

# *‘Young People on the Margins’*

## **The book includes chapters on:**

- Exclusions: by Loic Menzies & Abi Angus
- SEND: by Bart Shaw
- Mental Health: by Alix Robertson
- Area level inequality: by Dr Sam Baars
- Gypsy Roma & Traveller pupils: by Ellie Mulcahy & Abi Angus
- Children in contact with Social Services: by Will Millard
- Youth Homelessness: by Kate Bowen-Viner

You can get a 20% discount with the secret code **FLY21**.



<https://bit.ly/3vrDoMZ>