



EIS

Anti-racist initiatives

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Commitment to anti-racism

The EIS is committed to the promotion of sound learning, rooted in equality. We oppose racism in all its forms, and advocate for educational establishments to be safe, inclusive environments for all children, young people and staff.

EIS structures

- AGM motions on anti-racism
- Anti-racist Sub-Committee
- New National BAME Network
- Anti-racist strategy



Understanding issues for

Q1: Does your union have access to information about 'race'/ethnicity in education in your country?

Q2 : Does your union have information about the experiences of underrepresented members?

Q3:
Has your union, locally or nationally, engaged with Black Lives Matter / Anti-racism topics in the last year?

profession

but **less than 2%** of

at every career stage
Teacher Training is
(quarter) compared to

2018

in their capacity as
African, Caribbean or

learners, but also

Promotion (64% of African,
members)

ed on grounds of
African, Caribbean or Black

Opportunities

- A key time for change and reimagining futures
- Learners involved/asking
- Members engaged in BLM
- Funding available – Scottish Union Learning Equality and Leadership Fund
- Scottish Government Stakeholder group on Race Equality and Anti-racism in the curriculum and education



Objective 1: Raise awareness on racism and knowledge of how to respond to it

- Poster campaign to raise awareness of racism and promote action.
- All member Anti-racist webinar series including 1) Black Lives Matter in Education, 2) Anti-racist Allyship

Objective 2: Mobilise membership for anti-racism

- Leadership Learning to Mobilise Anti-racist Activism (in the Union and Education) for Equality reps, School Reps, LA Secretaries, Headteachers and Depute Headteachers
- Bespoke resource packs including guidance



Objective 3: Integrate anti-racism in the curriculum

- Contribute to national efforts for anti-racist curriculum
- Signpost resources to members on EIS Website area dedicated to Anti-racist issues.

Objective 4: Increase Black, Asian and Minority Ethnic representation within education, and the Trade Union

- Establishing National Network for Black, Asian and Minority Ethnic Members
- Learning and network events for national BAME network

Anti-racist leadership learning

Issues identified

- Isolation and adverse impact of racist experiences on BAME members
- Lack of understanding and commitment amongst school leaders especially in less diverse areas
- Lack of confidence and understanding amongst union representatives

Aims

- Connect BAME members and improve understanding of workplace rights, and anti-racism
- Equip school leaders with information and win 'hearts and minds' to the cause
- Empower reps to mobilise for anti-racist activity locally

Learning activity

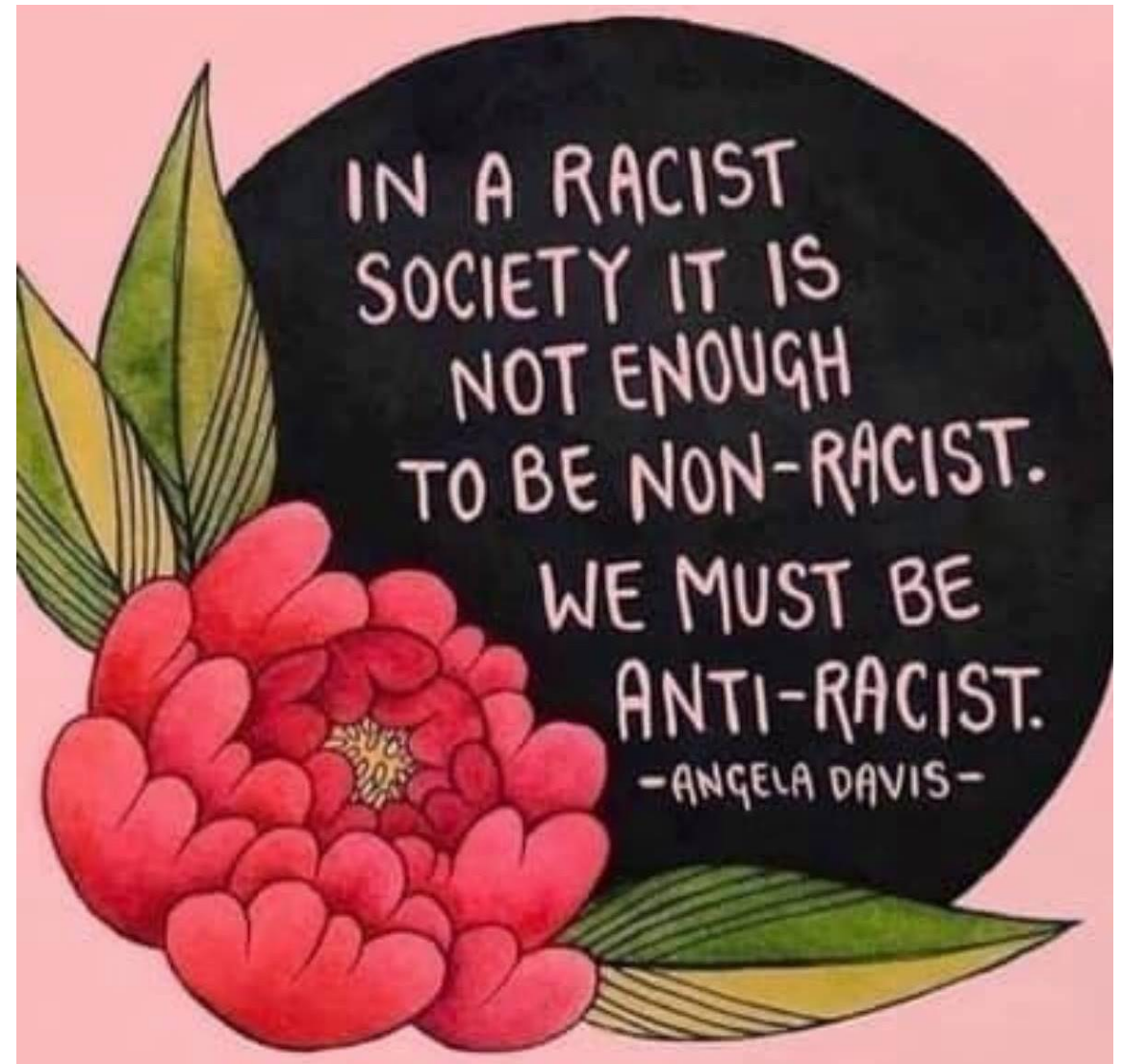
in partnership with the Scottish Association of Minority Ethnic Educators

Module 1 Awareness of the state of play for diversity in the profession, experiences of BAME educators/pupils and anti-racist theory

Module 2 Allyship, anti-racist leadership and implementation of anti-racism locally, practical

Participant groups

- Equality Reps
- Union Reps and LA Secretaries
- BAME Network
- Headteachers and Depute headteachers



Still not knowing.



Welcome to anti-racist learning.

As part of the EIS Anti-racist Strategy 2020-2021, a series of learning activities has taken place in collaboration with the Scottish Association of Minority Ethnic Educators (SAMEE), funded by Scottish Union Learning.

On this page you will find learning material developed from these sessions, including poetry from Hannah Lavery, learning videos from SAMEE, and a written learning resource giving practical guidance to support you in taking anti-racism forward in your workplace.

Online material



Standing Together

Mobilising for anti-racism at work

Anti-racist Leadership Learning Resource for EIS Equality Reps,
Trade Union Reps, Local Association Secretaries and
Branch Secretaries



Practical guidance

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Lessons learned

- Participants wanted more practically focused guidance, specific real life examples and more discussion time with their colleagues to build networks.
- Future activities should do more to reach those who are less engaged/working in less diverse areas
- Anti-racism work should be integrated more fully into the mainstream union agenda, and learning activity



In the chat

- **What are the barriers be to organising for anti-racism in your context?**
- **Are there any opportunities?**
- **What would help?**

What's Next?

- New Anti-racist strategy forthcoming
 - Practical workshops for members on mobilising for anti-racism at work
 - Using existing networks to engage members who are yet to be 'won over' to the cause
 - School leadership courses on anti-racism
 - Keeping up commitment in national forums
 - Use posters in school work
 - Growing BAME Network
 - Encouraging BAME members to stand for EIS Council elections
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