

Wall of Pledges

To continue to challenge systemic racism and speak out against injustice.

To enable those I supervise to think about their own ways of anti-racist practice.

To create safe spaces to ensure colleagues & communities can have their voices heard.

Work to ensure our resources for children show or represent 'blackness' so children see themselves in our resources.

Leadership ensure pledge is visible in team area and circulate to staff. Implement or ensure representation regarding anti-racist practice forum and development work.

To be more ready and aware to "challenge".

Bring the conversation up and normalise the conversation about anti-racism put it more at the front.

To get Anti-racist training for foster carers.

asking questions to understand the child's lived experience & family culture.

continue being professionally curious

Pledge to get all social workers to start anti-racist consciousness + training.

Attend the local authorities monthly Safespace to have these discussions.

Be brave in challenging discussions.

Being & pledging anti racism at agenda, within my local authority.

To embed the pledge in to our training/learning events to raise its profile & bring others on board.

Work to ensure our workforce includes black people.

Challenge racist behaviour within meetings.

Being comfortable with being uncomfortable. Being human and continuing to care.

To raise awareness for Anti-Racist practice without fear.

Create safe spaces

To continue to raise awareness of anti-racism in the local authority.

To bring more information & discussion to the monthly team meeting agenda on anti-racist practice.

To continue to raise awareness + call out what I can, when I can.

To continue with data to ascertain equality of access + proportionality for young people accessing services.

I am recruiting our PCC Anti-racist champions.

To create safety for others.

To continue to promote anti-racism across the region + nationally.

Give children and young people a safe space to express themselves and be comfortable and proud in their own skin!

Be more comfortable with being uncomfortable.

Team meetings to be a safe space to promote anti-racist practice.

To improve my knowledge and practice.

I pledge to get colleagues to acknowledge white privilege + racism endemic + challenge it within + without.

To be able to speak about race and discrimination without fear of repercussion.

Put Anti-Racist practice on all network agendas.

Make sure team raise all issues + senior management informed so policy can be reviewed + public messages sent out to the LA.

To challenge racism in my workplace and educate others to speak up.

Educate and raise awareness within the schools I support and the families I work alongside, where necessary. Including stereotypical assumptions and culturally insensitive expectations.

To be more aware of racism and the systemic processes which are a part of our society.

Educate and create awareness. Create safe spaces.

To ask challenging questions in supervisions - to reflect on the pledge with staff.

Don't be scared to have an 'awkward' conversation!

To ensure all individuals views and concerns are met according to their cultural needs.

Continue to challenge any racism that I see withing my practice.

To uphold my core values, of ARAD Practice and continue to implement this.

Sharing the pledge across out partnership

To not stop learning + trying to make change once I have left this room. We need a mentorship programme in Luton into management.

To always challenge racism and educate people.

To feel comfortable in being uncomfortable & challenging.

I will create a safe space for our children and communities that I work with.

To never stay silent & continue to educate our workforce and partners.

To challenge more, be more educated myself.

To ensure my team know about the pledge + it is something that is regularly discussed + implemented.

Create safe spaces for our young people, families and colleagues.

Appointing Anti-Racist practice lead in the team.

Make safe space for colleagues to share experiences and empower them to challenge any form of racism.

To use my lived experiences and knowledge to guide my practice.

To feel confident challenging decisions.

Roll out our newly created 'Black skin + hair' workshop and 'Social Graces in action' workshops to the wider workforce.

Demonstrate anti-racist leadership. Educate & raise awareness.