At Pearson, we believe in the role of education in promoting diversity, addressing inequality, and developing a culture where everyone feels respected and valued, and where all our young people have equal access and opportunities to learn.

On Thursday 11th November 2021, Pearson hosted the ‘Broadening the Curriculum in the classroom’ webinar. Led by Alison Kriel, a former Headteacher with over 20 years experience, as well as a demonstrated history of high attainment and a proven track record and reputation for excellence in educational leadership.

For those who missed the webinar, we’ve pulled together Alison’s top tips on how to promote diversity and inclusion in the classroom:
Promoting Diversity & Inclusion in the classroom

- **Take conscious action against racism.** Have systems and processes in place to ensure no one falls through the gaps and that instances of racism or the use of racist language are dealt with properly, following a set protocol.

- **Ensure you have a diverse curriculum all year round.** Take special care to avoid tokenism during Black History Month and other awareness events and ensure you have a diverse curriculum all year round.

- **Showcase an enriched and inclusive curriculum.** Allow students to see ethnic minorities that have gone on a more conventional route to success too, not just the Black person who turned their life around and therefore reaffirming that same messaging.

- **Recognise that identity is very personal.** We have established that the use of language can be very hurtful, so ask people what language they prefer when referring to how they identify themselves and how they want to be seen.

- **Understand that school policies may not promote inclusion.** A student’s hair and uniform choices can be part of their racial identity. Think twice before banning hairstyles such as afros or braids.

- **Look at staffing diversity in your school.** Actively decide to work on recruiting, hiring, and retaining more diverse teachers. You can also invite non–white speakers to your school to make sure there are diverse role models for students.

- **Use your knowledge of how to support children with trauma.** Draw on the toolkit when supporting children with racism.

- **Develop your anti-racial literacy.** Become curious and open, read up on how to be an anti-racism and become a part of change.
Anti–Racial Literacy

**EQUALITY** – Everybody gets the same resources.

**EQUITY** – Everybody gets the resources they need, so that we can all live an independent and sustainable life with dignity.

**ANTI–RACISM** – The policy or practice of opposing racism and promoting racial equality.

**DIVERSITY** – A statistical measurement of groups of people. Diversity should include white people, so that we do not mark white people as the norm, and everyone else as different.

**INCLUSION** – Unlocks the key to diversity.

**BELONGING** – More than inclusion, being allowed to be an individual and your authentic self.

**PRIVILEGE** – Being accepted for who you are and making it easy for someone to move through life without being stereotyped.

**FRAGILITY** – Being unable to tolerate racial stress.

**UNCONSCIOUS BIAS** – Bias that we are all born with.

**POWER & RANK** – Using your power and rank to bring about change.
How to be an Anti-Racist Teacher

• **Speak up** when you encounter racism or the use of racist language.

• **Keep moving forward**, and if you move backwards, try and understand why, so that you can do the work and make progress. Strive for growth.

• **Take conscious action** to address inequity.

• We cannot deny we see colour, but we can strive to see people as individuals instead of assumptions and stereotypes.

• Don't be afraid to develop and flex those fragility muscles – get comfortable with being uncomfortable.
Alison’s Top Resources

• Uncomfortable Conversations with a Black Man by Emmanuel Acho – book and podcast series

• The Good Ally: A Guided Anti-Racism Journey by Nova Read

• Alice’s Padlet – becoming an anti-racist school – Becoming an Antiracist School (padlet.com)

• BAMEed Network – www.bameednetwork.com/

For more information about Pearson’s work on Diversity & Inclusivity work visit: go.pearson.com/inclusiveeducation

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Find out more about Alison Kriel at www.alisonkriel.com

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