



Rebels with a Cause

Equality, diversity and inclusion in children's services leadership: making it happen

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N.B. This presentation is a summary of my views, and doesn't necessarily represent the view of my employer



My
grandmother



1948: HMT Empire Windrush arrives

1965: Birmingham local suffering from racist abuse are visited by Malcolm X, 9 days before his assassination

1971: Bill imposes greater restrictions on immigration to Britain

1975: Black Parents Movement formed in response to arrest of a black youth outside his school



Yes, it's cute
me

1981: Brixton riots due to racial tensions

1993: Black teenager Stephen Lawrence is murdered in racist attack in Eltham

2017: Grenfell Tower Fire

2018: Windrush scandal

2020: Breonna Taylor, Ahmaud Arbery and George Floyd killed in the US

Between 1981 and 2017, there have been approximately 589 recommendations from different reports that were proposed to address racial inequality



RACIAL EQUITY FOCUS

WHAT IS RACE?

Race was created as a **social construct to divide people** in order to prevent the majority of people from rising up against those with wealth and power. It has been woven into the fabric of our society. While **race does not represent any biological differences**, it has a very real and profound social reality and impact on the lives of people of color.



“Race” is a construct but profound change is always possible





If not now, when?



The way to get started is
quit talking and begin
doing.

- Walt Disney

“Being an accomplice is the step that comes
after being an ally. This is where you’re tasked
to respond and act on this new awareness.”

—Deja Jones

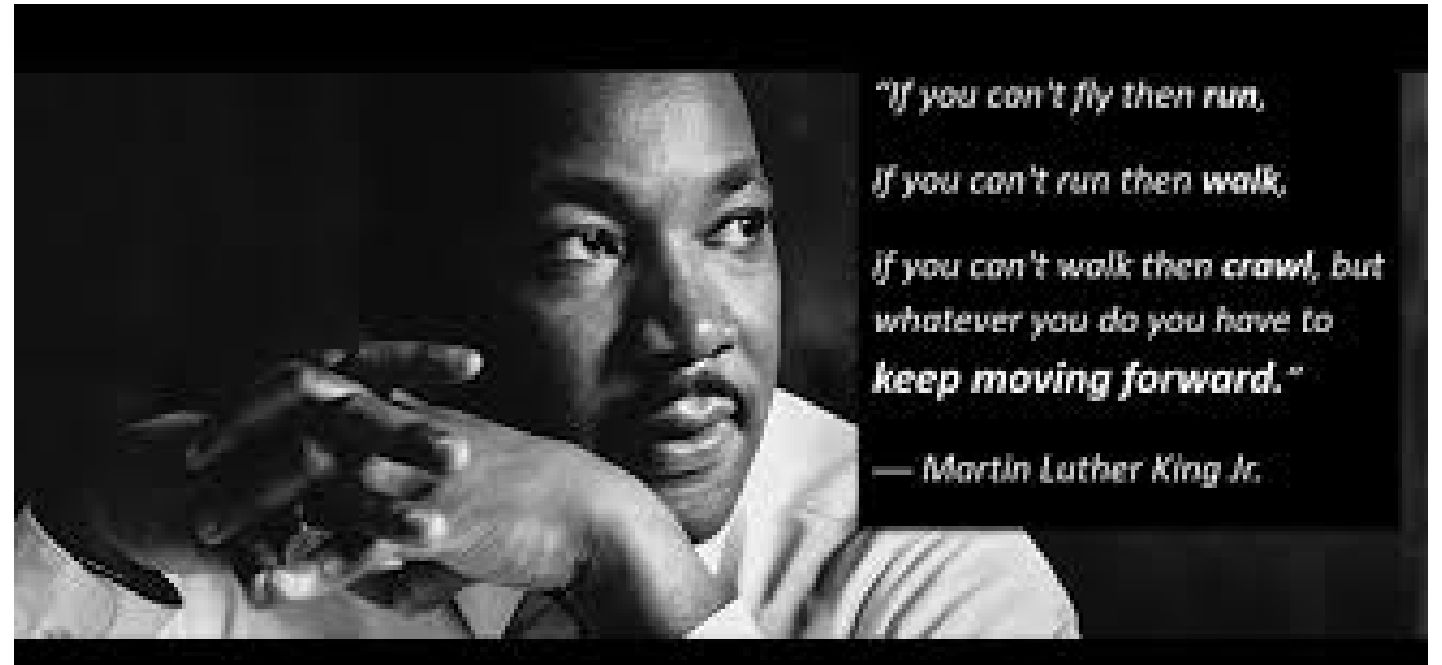




A revolution is like a great white shark...

...unless it moves forward, it dies.

The same is true of achieving equity, diversity and inclusion in the children's sector.



From poor to fair, fair to good and good to great

Every improvement and transformation journey is a revolution that requires

- Strong, intentional leadership
- psychological shift on what needs to be
- momentum
- Plan for change: do what counts - focus on goals, focus on action.
- Measure what matters: not one and done - keep doing them, check that they're being done, and keep on it.

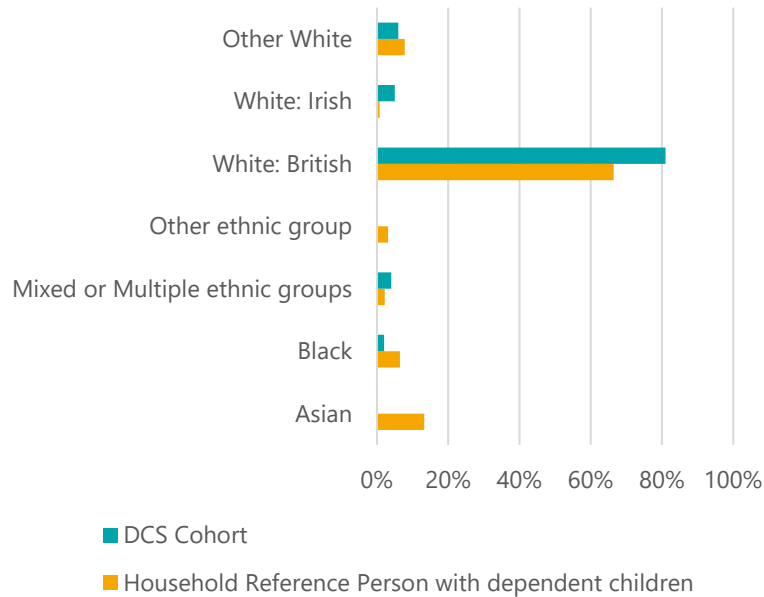
The seven enablers at each stage of the improvement journey



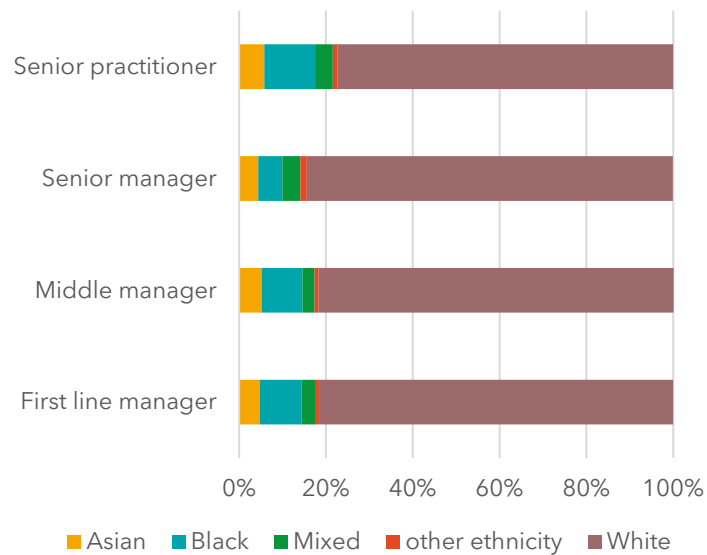
Change, not tweak, the systems from the inside to address...

...the talent that comes, the talent that stays, the talent that leads.

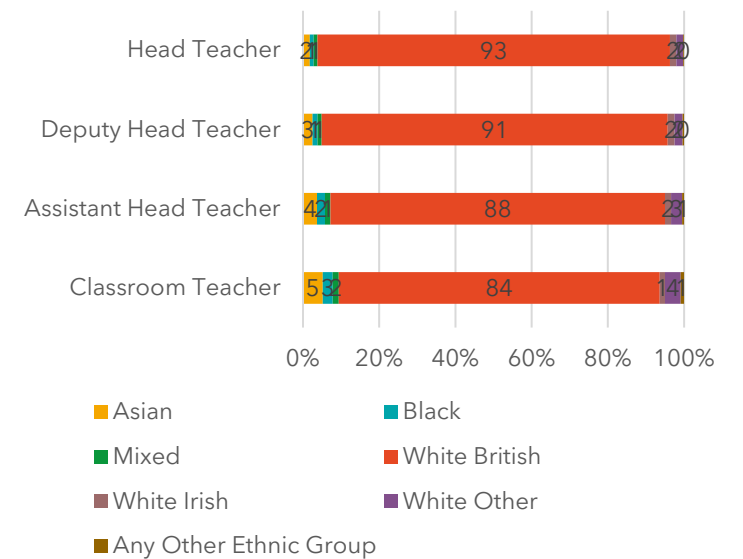
2022 DCS cohort and Households with dependent children, by ethnic group



Social work managerial roles by ethnic group (2022)



School teacher workforce, by ethnic group (2022)



"It's not because of a lack of talent, so it must be something that we're doing wrong. I think what we have to do to fix this, is we have to try something different. If we keep doing what we've always done, we'll just get what we've always got."

Are you ready to make it happen?

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2022: Child Q

Approximately 589 recommendations to address racial inequality



A different future?