



Let's see, hear, speak and understand race

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If I was asked six months ago, was I racist I would of course say no; I now recognise the difference between racist, non-racist and anti-racist. I understand white privilege. I certainly took my opportunities for granted.

I understand our settings are designed by people who have not had to think about whiteness, and we are not all starting at the same point to reach the same opportunities. I want the children in our settings to have same opportunities even if we must supply various tools to get there. I am more aware that racism isn't obvious and is in the small things we do; that our behaviour and action can be as damaging as words that would never be spoken.

I intend being more active in encouraging people from Global Majority communities to choose childcare as career. I want my staff to realise that equality, diversity and equal opportunities are not the same as being anti-racist.

What has changed in our practice?

- Children feel represented through our resources and images.
- Staff are more confident to ask families from Global Majority communities, 'Can we do more?'
- Staff are more focused on building self-esteem for all children.
- Staff have increased their understanding of the importance of anti-racism.
- Staff understand the phrase white privilege.
- Staff realise that we still have work to do.
- As team we understand how families from Global Majority communities are not starting from the same point as white communities.
- I now have my eyes, ears, brain and heart switch on to racism.

