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TEACHERS' TRAINING WORKSHOP

Embrace every story;
Navigating the Landscape of
Identity in Modern Classroom

October 5th 2023





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**Where are
you joining
us from?**



Q & A section



Chat section



**Like it, give us
some reactions**



**Be the first
to know.**

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Teachers' Training Workshop

Theme:

Embrace every Story; Navigating the
Landscape of Identity in Modern
Classroom



FREE

SCAN ME



**Sardarni Navleen
Kaur MBE**

**CEO Sahara Sisterhood and
Community Educator**

Sardarni Navleen Kaur is a distinguished Consultant & Community Educator based in London. Her remarkable journey encompasses a BA Hons in French Literature from University College London, extensive work in humanitarian development projects in Panjab, India, where she trained as a Sikh Minister, and an MPhil in Educational Psychology and Social Development from the University of Cambridge. With outstanding accolades in her field, including three OFSTED awards, she is a renowned leader in the domain of SMSC (Spiritual, Moral, Social Cultural Education). Navleen is a prolific writer and advisor for various organizations, focusing on faith, belief, and values. She is also actively involved in youth empowerment programs and mental health advocacy, making her a highly accomplished keynote speaker for the Teachers' Training Workshop.

KEYNOTE SPEAKER



Ellen Day

**Associate Assistant
Head Teacher**

Ellen Day is an esteemed Assistant Headteacher with over a decade of dedicated service in education. Her passion lies in equipping young minds with skills that extend beyond the classroom, exemplified by her roles as Associate Assistant Principal, Head of Humanities, and Head of Year 9

She is also a visionary leader in professional development and PSHE (Personal, Social, Health, and Economic) education. With her extensive experience and leadership in shaping holistic education, Ellen Day brings a wealth of knowledge and expertise to her role as a keynote speaker.

KEYNOTE SPEAKER



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Sophia Ovonlen

Afrikindness
Education Team Lead

AIMS OF THE WORKSHOP



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UNDER THE UMBRELLA OF BLACK HISTORY MONTH, WE AIM TO DISCUSS THE ISSUES ASSOCIATED WITH CHILDREN FROM MINORITY GROUPS AND SHARE STRATEGIES TO MINIMISE OR ELIMINATE THEM.

- **Identity encompasses memories, experiences, relationships and values which merge to create a sense of ourselves as we grow up and grow older, and new parts of us are developed and incorporated into who we are.**

- **Identity encompasses the values we hold, which dictates our choices.**

- **Identity encompasses multiple roles, which evolve.**

- **Racial identity is externally imposed: “How do others perceive me?”**

- **Racial identity is also internally constructed: “How do I identify myself?”**



CULTURAL DIVERSITY



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IDENTITY- INCLUSION AND DIVERSITY

- › How would you define Identity?
- › Identity for me is.....
- › Can we link identity to inclusion Identity-Inclusion and Diversity





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Identity

Identity is the **concept**
defining characteristic
shared by all members
a thing is definitive
particular person

WHY ARE WE DISCUSSING THIS?

Discussing identity within the context of **Inclusion and Diversity** is about recognising the richness of human experiences and ensuring that everyone has an **equal opportunity** to thrive, regardless of their background.

It is a pathway to building more equitable, harmonious, and empathetic communities.



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RACIAL IDENTITY



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Racial identity refers to an individual's awareness and experience of being a member of a racial group, and it is fundamentally shaped by an intricate mix of individual, familial, societal, and historical factors.

This identity significantly influences one's behaviours, attitudes, and beliefs about the racial groups to which one belongs and doesn't belong.





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DIVERSITY



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Diversity encompasses acceptance and respect. It implies understanding that each individual is unique and recognizing the individual differences.

These can be along the dimensions of race, ethnicity, gender, socio-economic status, age, abilities, religious beliefs, political beliefs, or other ideologies.





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INCLUSION



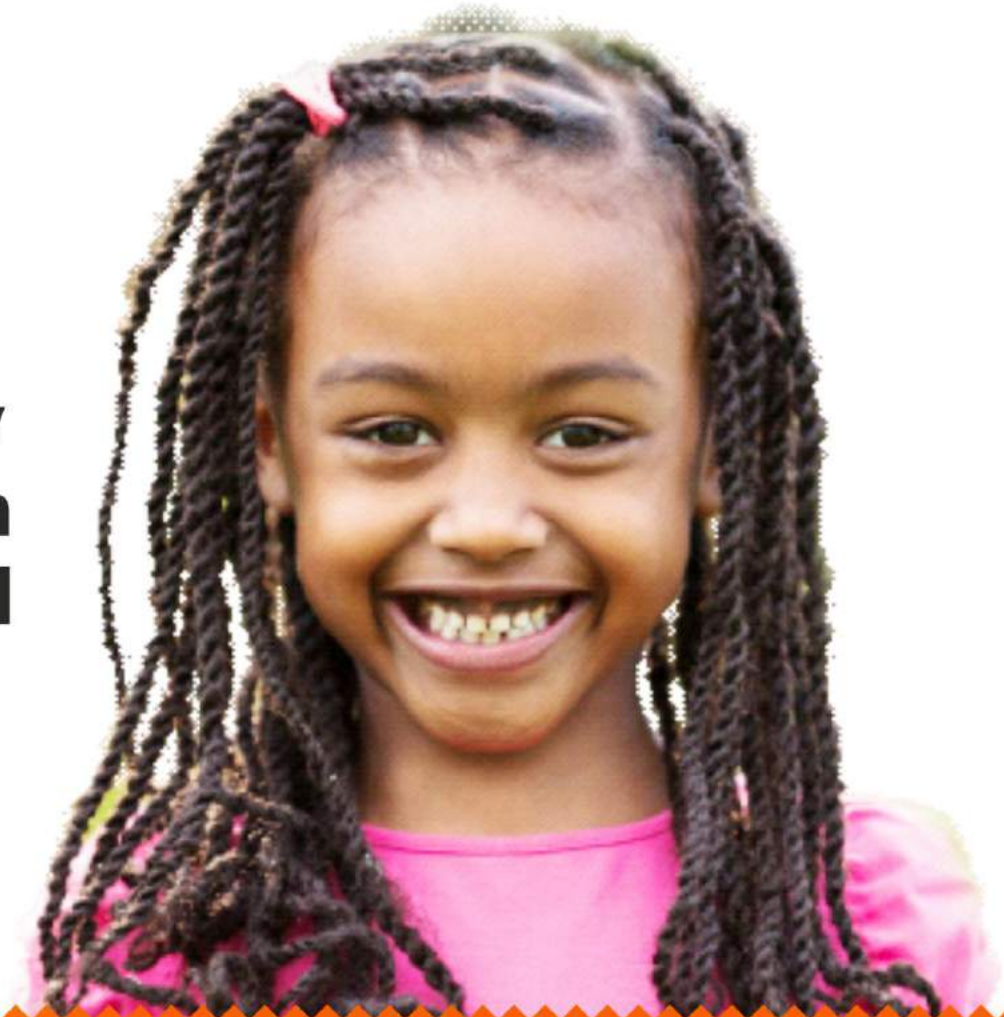
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Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. It's about valuing and respecting all individuals, giving equal access and opportunities, and removing discrimination and other barriers to involvement.



IMPORTANCE OF RACIAL IDENTITY DEVELOPMENT IN CHILDHOOD

Developing a healthy racial identity is crucial from a young age as it can significantly impact a child's overall development, self-esteem, and world view.



RACIAL IDENTITY DEVELOPMENT:

- Provides a sense of belonging and security.
- Shapes attitudes, behaviours, and values concerning one's own and other racial groups.
- Influences psychological well-being and social functioning.
- Helps in forming healthier relationships and positive social connections.



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EQUALITY ACT 2010 - IN THE CONTEXT OF EDUCATION

The Equality Act 2010 is a piece of legislation in the United Kingdom, designed to consolidate and streamline pre-existing equality laws, promoting equality and eliminating discrimination. In the context of education, the Act has significant implications, ensuring that educational institutions are inclusive, equitable, and free from discrimination.



Equality Act 2010

KEY PROVISIONS IN THE CONTEXT OF EDUCATION:

- Protected Characteristics
- Direct and Indirect Discrimination
- Duty to Make Reasonable Adjustments
- Public Sector Equality Duty
- Elimination of Victimisation and Harassment
- Admissions and Exclusions



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IMPLICATIONS FOR EDUCATIONAL INSTITUTIONS:

- › **Policy and Curriculum Development**
- › **Inclusive Environment**
- › **Training and Awareness**
- › **Monitoring and Enforcement**



IMPLICATIONS FOR EDUCATIONAL INSTITUTIONS:




The Equality Act 2010 in the context of education mandates that every educational institution is responsible for providing an equal, inclusive, and non-discriminatory environment for all students, regardless of their background or characteristics. By promoting equality and tackling discrimination, it aims to ensure that everyone in the educational community has the opportunity to achieve their potential and is treated with respect and dignity.





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TEACHER'S ROLE- THEY ARE THE FRONT LINE / FIRST CONTACT

- › **Modelling Behaviour**
- › **Cultural Sensitivity and Inclusion**
- › **Challenging Stereotypes**
- › **Supporting Emotional Development**



TEACHER'S ROLE- THEY ARE THE FRONT LINE / FIRST CONTACT

- **Promoting Critical Thinking**
- **Fostering Respect and Empathy**
- **Nurturing Identity Exploration**
- **Providing Guidance**



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Maleeha Arther

Education and
Curriculum Specialist

WHAT DOES RESEARCH SAY?



Identity can either lead to integration or fragmentation within a society.

There is significance of acknowledging multiple social identities and their impacts on individuals' experiences.

(Hazel Markus and Paula Moya 2010)

Acknowledging and incorporating students' cultural identities in education through a curriculum that reflects students' backgrounds leads to improved academic outcomes and engagement

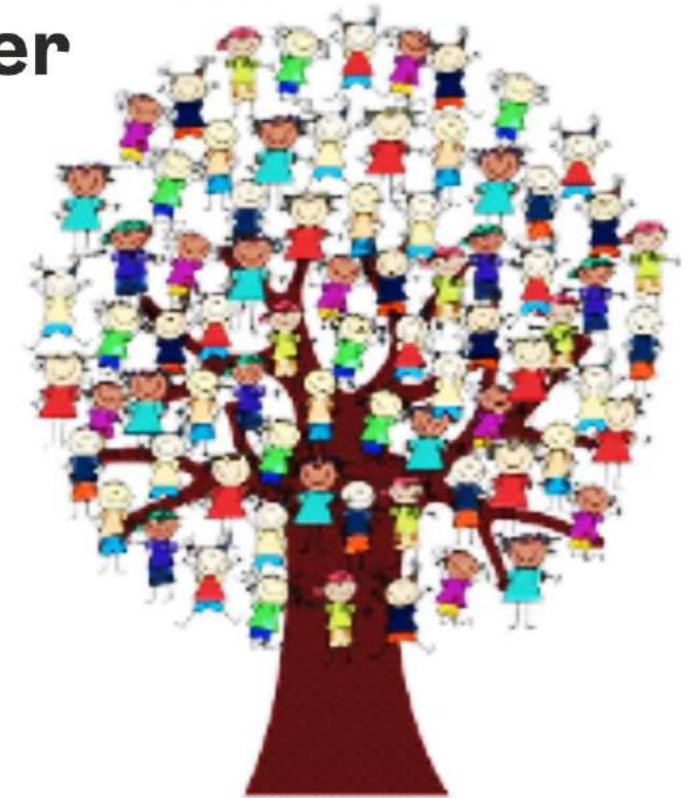
(Gloria Ladson-Billings,1995)



WHAT DOES RESEARCH SAY?

Multiple intersecting identities can significantly impact on mental health of individuals. It is suggested to acknowledge intersectionality to better understand the unique experiences and challenges faced by individuals from marginalized groups,

(Dawn M. Szymanski et al. 2010)



If we were to develop a checklist of adaptive strategies to promote identity development, **what strategies would you like to put on the list.**

Scan the **QR code to the Padlet** and please add your suggested strategy/strategies



CHECKLIST OF ADAPTIVE STRATEGIES TO PROMOTE IDENTITY DEVELOPMENT



**Cultivate
Cultural awareness**

**RACIAL
BIAS**

**Reflect on
your biases**



**Incorporate
diverse curriculum**

CHECKLIST OF ADAPTIVE STRATEGIES TO PROMOTE IDENTITY DEVELOPMENT



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Use Inclusive Language



Celebrate Cultural Heritage



Foster a Safe Space

CHECKLIST OF ADAPTIVE STRATEGIES TO PROMOTE IDENTITY DEVELOPMENT



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Build Inclusive Classroom Norms



Provide Representation



Accommodate Learning Styles

CASE STUDIES TO DISCUSS



Sarah is a teenager from a multicultural background. Her mother is Indian, and her father is British. Growing up, Sarah often felt torn between her Indian heritage and her British upbringing. She is also from a low-income neighbourhood and faces negative stereotypes about her community and often feels underestimated by others.

Mia is a grade 6 student who has recently moved to the UK. She comes from a multiracial background. Her mother is of African descent, and her father is of Asian descent. She sometimes feels pressure to fit into one specific racial category, and her new environment.

WITH REFERENCE TO THE ABOVE CHALLENGES, WHAT STEPS WOULD YOU SUGGEST FOR YOUR INSTITUTION AND FOR YOURSELF?



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With reference to the above case studies, what steps would you suggest for your institution and for yourself?

Please put your responses in the chat box.



CHECKLIST OF ADAPTIVE STRATEGIES TO PROMOTE IDENTITY DEVELOPMENT



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Collaborate with Families



Address Current Events

CASE STUDIES TO DISCUSS



Jamal is an aspiring artist from a low-income neighbourhood. He faces negative stereotypes about his community and often feels underestimated by others.

Sarah is a teenager from a multicultural background. Her mother is Indian, and her father is British. Growing up, Sarah often felt torn between her Indian heritage and her British upbringing.

Mia comes from a multiracial background. Her mother is of African descent, and her father is of Asian descent. She sometimes feels pressure to fit into one specific racial category, which can be challenging.

CHALLENGES IN THE PROCESS



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**Unfamiliarity with
Diverse Cultures**



**Lack of Inclusive
Curriculum/ Resource
Limitations**

CHALLENGES IN THE PROCESS



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Time Constraints



Sensitive Topics

CHALLENGES IN THE PROCESS

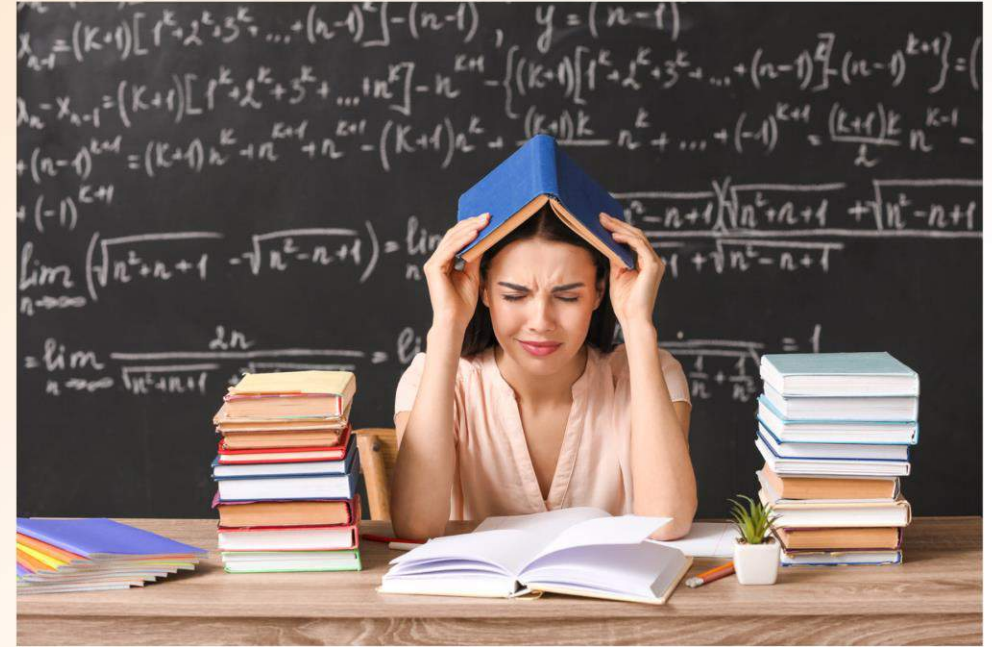


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**Student Resistance or
Bullying/ Resistance
from Colleagues**



Lack of Training

CHALLENGES IN THE PROCESS



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**Evaluation and
Accountability/
Emotional Labor**



Parental Concerns

WITH REFERENCE TO THE ABOVE CHALLENGES, WHAT STEPS WOULD YOU SUGGEST FOR YOUR INSTITUTION AND FOR YOURSELF?

**Please put your responses in the chat box.
Refer to the challenge number
and then type your response.**

**Example;
6. Incorporate trainings related
to inclusion and diversity during
In-Service days.**



STRATEGIES TO MINIMISE THEM

- 1. Continuous Education and Training**
- 2. Curriculum Adaptation- Set Clear Learning Objectives**
- 3. Build a Supportive Community**
- 4. Incorporate Multidisciplinary Approaches**



STRATEGIES TO MINIMISE THEM

5. Collaborate with Parents and Caregivers
6. Foster Empathy and Perspective-Taking
7. Model Inclusive Behaviour:



STRATEGIES TO MINIMISE THEM

- 8. Collaborate with Colleagues**
- 9. Provide Additional Resources**
- 10. Regular Self-Reflection-
As an institution/ staff/ class**

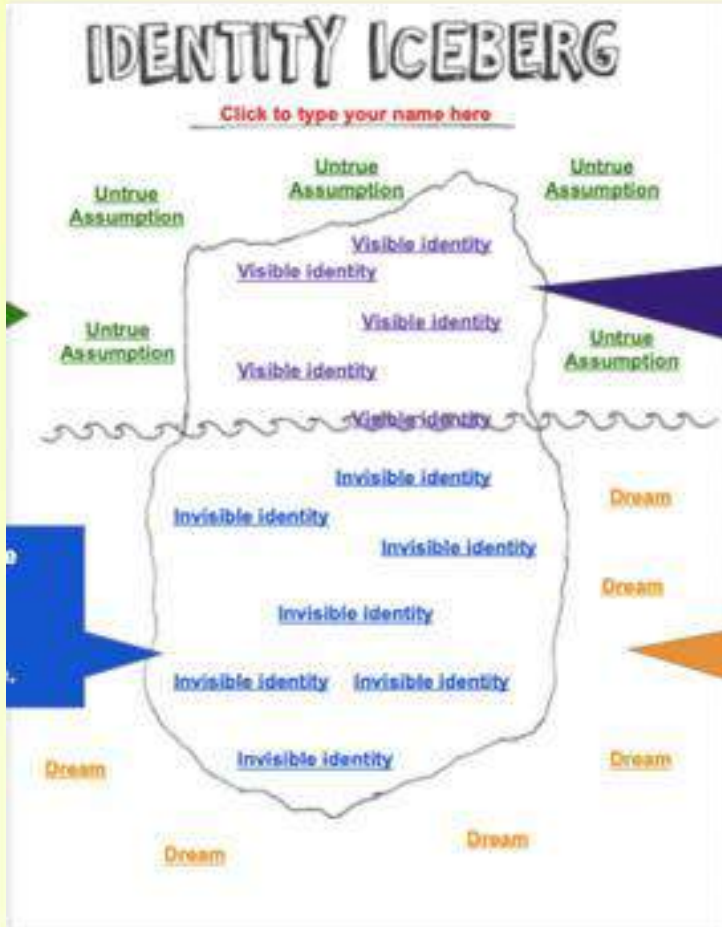




Alice Crawford

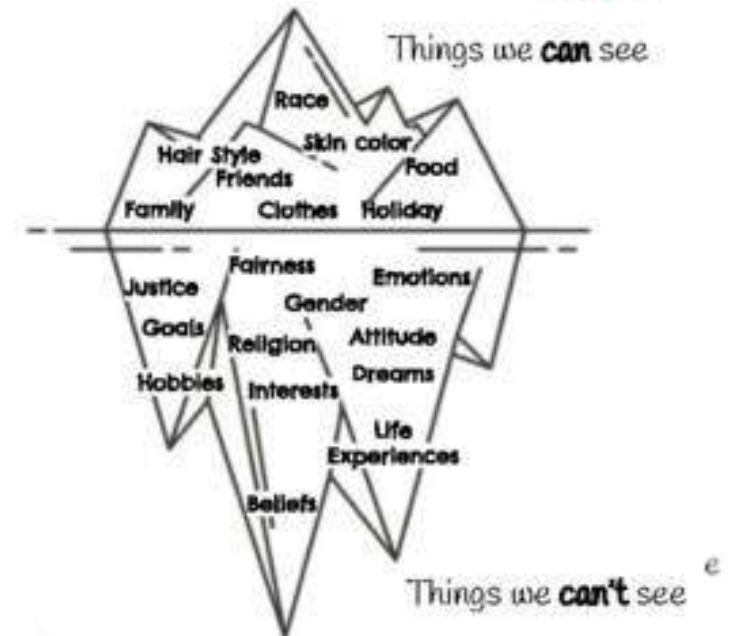
Education and
Curriculum Specialist

Identity Iceberg



Identity Iceberg

We have similarities and differences which make us unique



British cup of tea? Where have things really come from?

Tea?
Cup?
Sugar?

A pint?
English
rose?
Humans?



Fish
and
chips?

Games to understand identity

JUST BY LOOKING AT ME:

'My name is ----- and one thing you cannot tell just by looking at me is....

This is important for me to tell you because....

This activity allows participants to reveal personal factoids that they might not have found the right opportunity to share yet.

What's in a name? Match the meaning to the person/name... Why?

Step into the Circle



*Sophia means
Wisdom*



*Maleeha means
beautiful woman*



*Alice means
noble*



Affirmation Identity



Fan mail - write a positive comment about the name at the top (not physical, more thoughtful) and fold it up and pass it on. Or concertina people...

Or write affirmations or one word on their back/paper / post-its.

Is what is written on your paper consistent with who you know yourself to be? What did you learn about yourself through this exercise?

Make a word cloud if its one word. Word clouds.com is user friendly and free. Others such as Monkey Learn are available also.

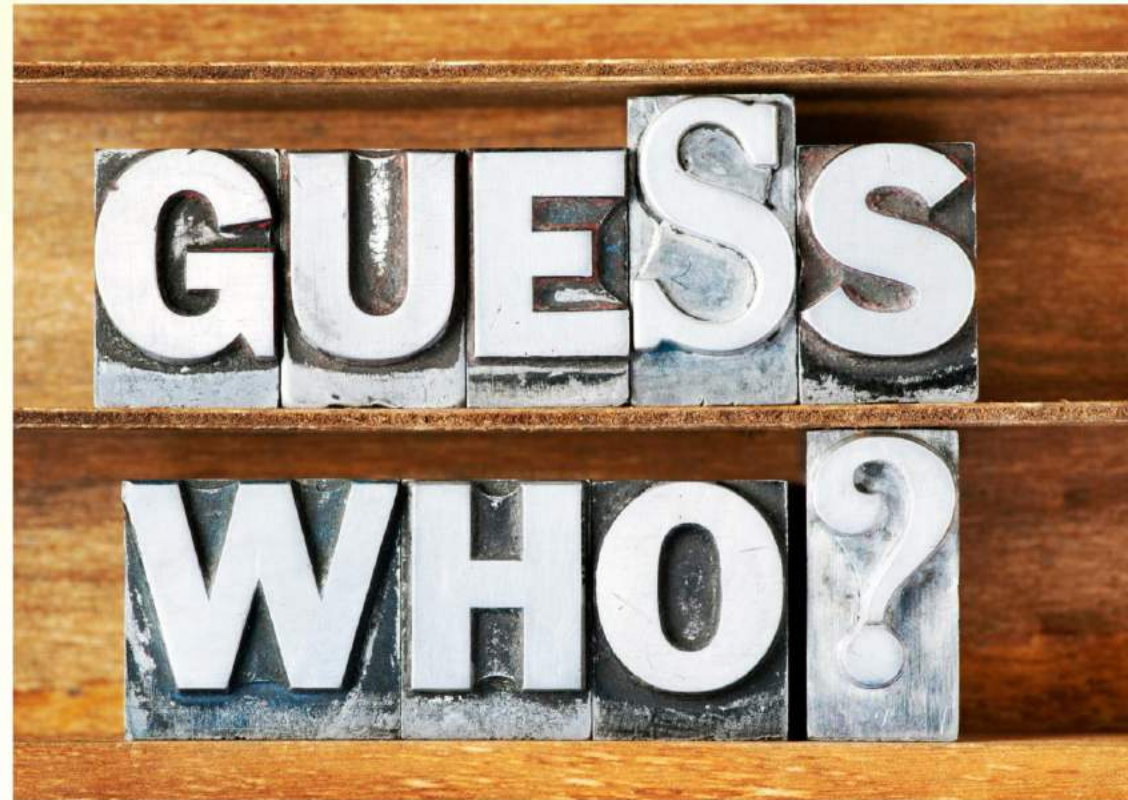


More ideas on Identity Activities

Guess Who ? Yes or No questions to guess the identity of a person based on characteristics

Or write down the names of people and Round 1-3

Describe, act, one word.

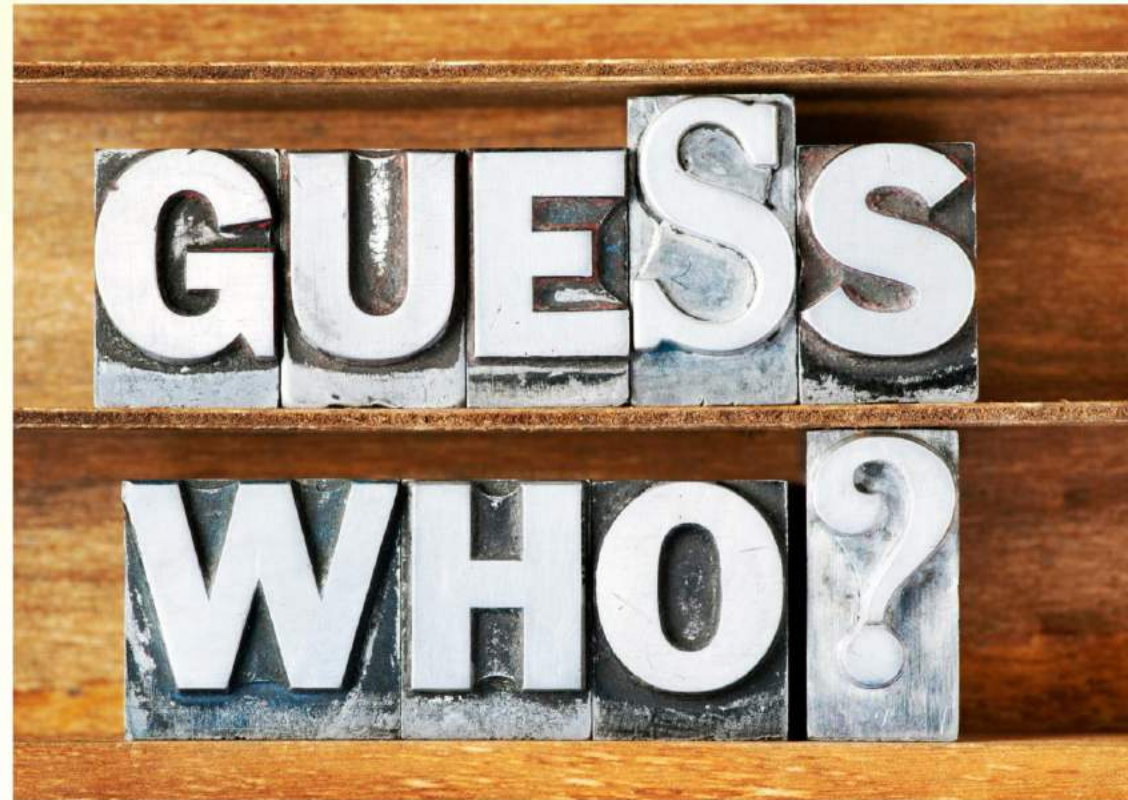


More ideas on Identity Activities

Speed Dating - two circles.

They have 1 minute each to discover things they have in common and things they don't have in common.

Even though our identities are different, there will always be something they have in common and something which makes us an individual.



More ideas on Identity Activities

Guess my identity.

Each person write 10 statements about themselves, hardest first to the easiest.

The paper with the statements is passed and the statements are read out one at a time, hardest first.

If they guess after the first statement, they will 10 points, if it takes 5 statements, 5 points etc.



Reverse charades - the group are shown the name and need to act out to a guesser



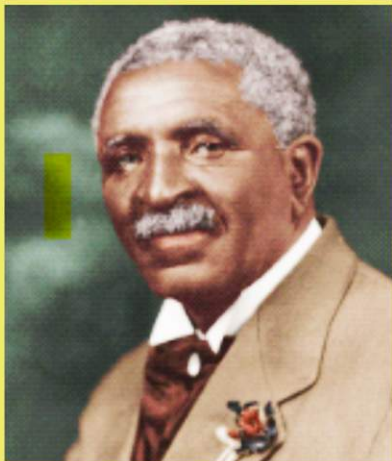
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Mary Seacole - her identity as a doctress / herbalist



Harriet Tubman - her identity as a suffragette and rescuer



Maya Angelou - poet and memorist and civil rights activist

George Washington Carver - scientist and inventor

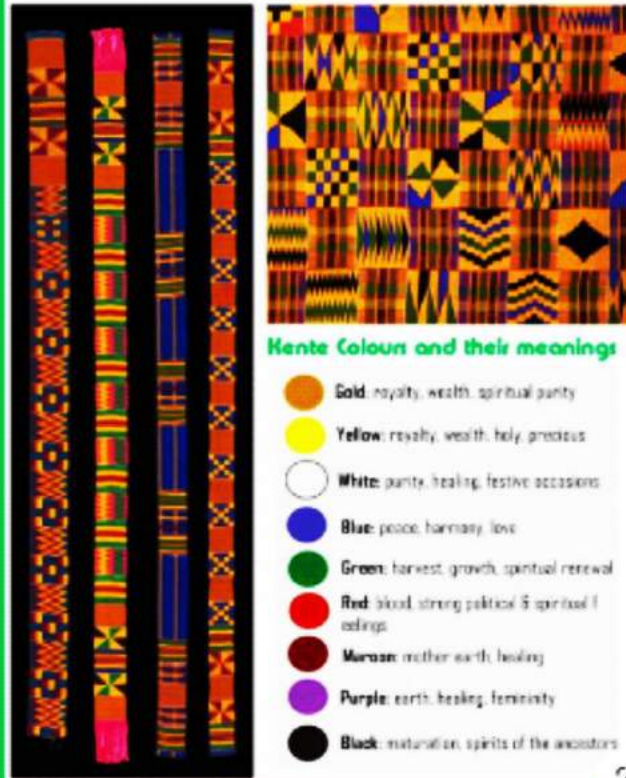
Marcus Garvey - political activist

Bessie Colman - aviator and many, many more

Creative activities :- Kente Cloth - design your own to reflect your own identity

KENTE CLOTH

Kente cloth (known as **Nwentom** in Ashanti language), is an Ashanti type of silk and cotton fabric made of interwoven cloth strips

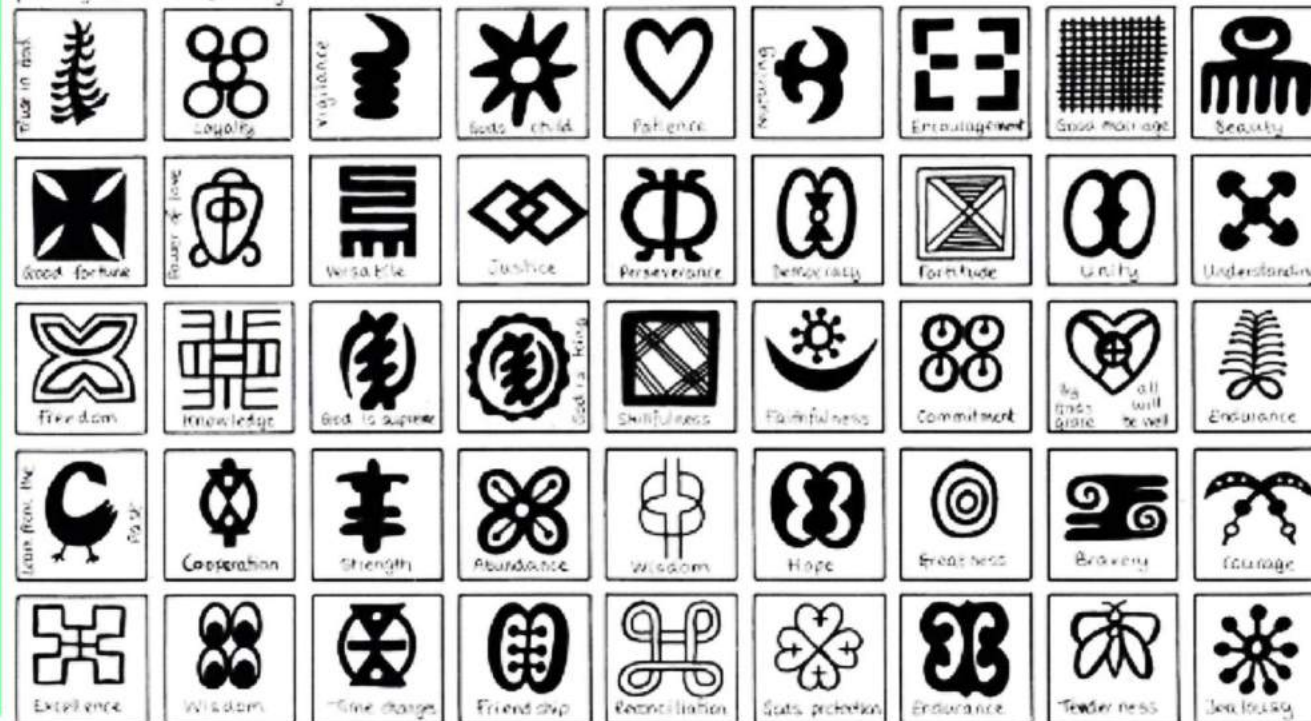


Kente Colour and their meanings

- **Gold:** royalty, wealth, spiritual purity
- **Yellow:** royalty, wealth, holy, precious
- **White:** purity, healing, festive occasions
- **Blue:** peace, harmony, love
- **Green:** harvest, growth, spiritual renewal
- **Red:** blood, strong political & spiritual feelings
- **Brown:** mother earth, healing
- **Purple:** earth, healing, femininity
- **Black:** restoration, spirits of the ancestors

ADINKIRA SYMBOLS

Adinkra are visual symbols, originally created by the Ashanti. Adinkra are used in fabrics, pottery, logos and advertising. They are engraved into walls and other architectural features. Fabric adinkra are often made by woodcut printing or screen printing.



Connected Web of Identities



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Books to Read

THE BOOK TRUST HAS A LIST OF 10 MUST-READ CHILDREN'S BOOKS BY BLACK AUTHORS AND ILLUSTRATORS INCLUDING

- Hey You by Dap Adelola
- Amber Undercover by Em Nory
- Eight Pieces of Silva by Patrice Lawrence
- Astro Girl by Ken Wilson-Max
- The Black Flamingo by Dean Atta
- Cane Warriors by Alex Wheatle
- I'm a Brilliant Little Black Boy, by Joshua B. Drummond and Betty K. Bynum.
- Crown: An Ode to the Fresh Cut, by Derrick Barnes.
- Preaching to the Chickens, by Jabari Asim.
- Woke Baby, by Mahogany L. Browne.
- Poet: The Remarkable Story of George Moses Horton by Don Tate.






Africa Awareness Week

*Celebrating African Culture,
Diversity, & Kindness.*

**MON. 9TH-SUN. 15TH
OCTOBER, 2023**

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COMPETITION



Africa Awareness Week

THEME: **Identity**



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