

Mother

Former Nursery Manager

Qualified Secondary Teacher

Racialised as Black

Cisgender woman

Neurotypical

Brummie

Of African descent

Of Jamaican heritage

Able-bodied

English speaker

Wife



# The 4E's of Anti- Racist Practice



- 01 **Embrace** all families racial, cultural and religious/non-religious backgrounds especially when they differ from your own.
- 02 **Embed** a culture of belonging and value with diverse communities.
- 03 **Ensure** that your practice is culturally sensitive and places members of the communities as the experts of their cultural, racial and religious / non-religious identity.
- 04 **Extend** learning opportunities for yourselves by showing interest, expanding conversations and using culturally relevant resources.

# Thank you!



[www.theblacknurserymanager.com](http://www.theblacknurserymanager.com)



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The Black Nursery Manager



Liz Pemberton

