



# TACKLING INSTITUTIONAL RACISM

Anti-racist policies and  
social work education  
and training

Laura Penketh

# Tackling Institutional Racism Antiracist Policies And Social Work Education And Training

**Mustafa Èzbilgin**



## **Tackling Institutional Racism Antiracist Policies And Social Work Education And Training:**

**Tackling Social Exclusion** John Pierson, 2003-09-02 The concept of social exclusion is a central focus of government policy and is rapidly moving to the core of practitioner activity This textbook shows how social workers can combat the social exclusion experienced by service users and at the same time promote social inclusion Tackling Social Exclusion covers the meanings of social exclusion and the common elements of practice needed to reverse it the skills needed when working with specific groups of people including children and families young people and vulnerable adults the neighbourhood dimension in social exclusion the link between race and ethnic minorities and social exclusion and the implications of the Macpherson Report for practice how service agencies can change their organisation to promote inclusion how to work with communities to effect change Each chapter is grounded in real practice examples and explores through activities case studies and exercises how the perspective of social exclusion is changing social work today Social Work with Minority Groups

Prospera Tadam, 2021-09-28 This book brings together several valuable papers from different parts of the world addressing social work with minorities in the areas of disability sexuality race and ethnicity Collectively these make an important contribution to developing theory and practice awareness of how social work education with minority groups is framed evidenced and experienced The perspectives and different strands of work presented within this book offer new insights and a better understanding of how a diverse set of social justice issues confronting social work education have led to the development of different types of interventions both in the classroom and in practice contexts The chapters in this book were originally published as a special issue of the journal Social Work Education Anti-Racist Social Work

Gurnam Singh, Shepard Masocha, 2019-12-04 Welfare health education conflict security and migration are examples of phenomena that are prevalent across all societies With chapters from leading scholars from around the world this exciting new book draws upon the impacts of globalisation colonialism and capitalism to explore the common challenges facing nations across the globe and provide an insight in to the history theory and practice of a new anti racist social work *The Learning From Practice Manual*

Neil Thompson, 2023-09-21 Neil Thompson sets out what you really need to know about supporting further learning during placement and practice Stripping away the confusion and anxiety about what next this manual goes back to the core theories of how learning works in the first place and how you can synchronise that with values and reflective practice to help your students and colleagues reach their professional goals Summaries illustrate and reinforce the guidance creating a set of easy to follow strategies for effective workplace development mentoring Accessible explanations guide you through the theory and practice covering everything from fostering a learning environment to troubleshooting difficulties and encouraging a culture of self directed learning Grow your mentoring skills and help your colleagues get to grips with not just what to learn but how to learn it and make it stick **Social Work, Politics and Society**

Kenneth McLaughlin, 2008-07 Kenneth McLaughlin highlights the need for a new approach to social work that has a more optimistic view of both

individuals and society and of their capacity to overcome problems      Social Problems and Social Justice Neil Thompson, 2017-09-16 Modern society is beset by a vast range of problems such as poverty homelessness and terrorism that cause immense suffering for a significant number of people These social problems both reflect and contribute to wider inequalities consequently in order to develop a true understanding of them we must consider the social injustices with which they are inextricably linked In this ground breaking text Neil Thompson turns his attention to the range of complex issues relating to social problems and social justice and the relationship between them With the help of engaging features that have become synonymous with his books Thompson provides a clear exploration of some key social problems currently challenging us analysis of the connection between social problems and social justice and a review of how social policy initiatives to tackle these issues have fared to date Innovative and absorbing Social Problems and Social Justice is essential reading for students and practitioners across a wide range of social science disciplines and the social professions      Equality, Diversity and Inclusion at Work Mustafa Ezbilgin, 2009-01-01 Equality Diversity and Inclusion at Work is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field Practitioners whether directly involved with diversity management or not can also use this volume to gain significant insight into the variety of perspectives on diversity management and training Florence Villesche Management This collection can serve as a mirror for all of us who spend much of our lives in work organizations From diverse vantage points the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness support and cooperation this book is a must read Jay Coakley University of Colorado Colorado Springs US Equality Diversity and Inclusion at Work edited by Mustafa F zbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic Theoretical issues and policy problems equal opportunity and diversity management sociological and psychological approaches history and present management and trade union efforts and much more are all covered I particularly appreciated the inclusion of several articles on men masculinities equality and diversity a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts Although the collection covers the UK in the most detail chapters on the US Germany South Africa and Japan provide a multinational perspective It s the kind of book I d like to have at hand when I m writing about organizations gender equality and diversity Joan Acker University of Oregon US With over thirty chapters this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality diversity and inclusion at work Many chapters in the book offer comparative perspectives through cross national and multi level analyses The volume adopts a critical perspective as it focuses on relations of power in exploring equality diversity and inclusion at work Specifically the authors examine areas such as cultural conflict gender inequity and politics work life balance affirmative action trade unions and diversity and

diversity interventions and change This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers policy makers and students in this field *Critical Issues in Human Resource Management* Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2010-11-11 Critical Issues in Human Resource Management will enable all HR students to take a critical approach to HR issues Outlining the influences and shapers of HR strategy including ethics managing in different national contexts employment relations politics governance and finance this book provides students with a full understanding of the complexities of HRM strategy and what the implications of these are There is also crucial discussion of critical issues in the processes and practice of HRM including the dilemmas of onshoring and offshoring gender equality challenging institutional racism and disability discrimination in the modern workplace to enable readers to think deeply and critically about these issues Critical Issues in Human Resource Management also includes discussion of the application of HRM in different sectors such as manufacturing the public sector the private sector and not for profit organizations This will enable HR students to examine HR practices in specific industries and to think about how issues might be dealt with differently in different sectors rather than assuming that best practice is universal Online resources include a lecturer guide with additional seminar activities and discussion topics powerpoint slides and annotated weblinks for students to enable them to develop an astute nuanced and critical approach to human resource management

**Handbook of Experiential Learning and Management Education** Michael Reynolds, Russ Vince, 2007-11-15 While Experiential Learning has been an influential methods in the education and development of managers and management students it has also been one of the most misunderstood This Handbook offers the reader a comprehensive picture of current thinking on experiential learning ideas and examples of experiential learning in practice and it emphasises the importance of experiential learning to the future of management education Contributors include Chris Argyris Joseph Champoux D Christopher Kayes Ruth Colquhoun John Coopey Nelarine Cornelius Elizabeth L Creese Gordon Dehler Andrea Ellinger Meretta Elliott Silvia Gherardi Jeff Gold Steve G Green Kurt Heppard Anne Herbert Robin Holt Martin J Hornyak Paula Hyde Tusse Sidenius Jensen Sandra Jones Anna Kayes Kirsi Korpiaho Tracy Lamping Enrico Maria Piras Amar Mistry Dale Murray Jean Neumann Barbara Poggio Keijo R s nen Peter Reason Michael Reynolds Clare Rigg Bente Rugaard Thorsen Burkard Sievers Stephen Smith Sari Stenfors Antonio Strati Elaine Swan Jane Thompson Richard Thorpe Kiran Trehan Russ Vince Jane Rohde Voight Tony Watson and Ann Welsh *Tackling Poverty and Social Exclusion* John H. Pierson, 2016-04-20 In our highly unequal Britain poverty and social exclusion continue to dominate the lives of users of social work and social care services At the same time spending cuts and welfare reform have changed the context within which services are delivered The third edition of this unique textbook seeks to capture the complexity and diversity of practice relating to social exclusion as social workers adapt to this challenging environment Tackling Poverty and Social Exclusion prepares practitioners to engage directly with the social and personal circumstances facing excluded individuals and their families The volume

Explains the development of the concept of social exclusion as a framework for understanding the impact of poverty and other deprivations on users lives and outlines five building blocks for combating exclusion in practice Locates practice within social work values of fairness and social justice while acknowledging the many challenges to those values Includes individual chapters on excluded children and families young people and adults with chapters also on practice in disadvantaged neighbourhoods and rural communities Discusses inclusionary practice in relation to racism as well as refugees and asylum seekers Throughout the book encourages students and practitioners to think through the range of approaches perspectives and value choices they face To facilitate engagement each chapter includes up to date practice examples case studies and specific questions for readers to reflect on

**Gender and Diversity in Management** Caroline Gatrell, Elaine Swan, 2008-08-07 In this engaging and handy book Gatrell and Swan provide both an insightful introduction and much needed resource to the understanding of gender and diversity in management Gender and Diversity in Management accessibly overviews the core issues of gender race sexuality disability and diversity in management In an area where there is often conflicting scholarship this concise introduction assesses the key contemporary issues and takes stock of the debates amongst scholars and practitioners It will also be of great value to managers from a range of organizations who seek a practical and up to date guide to contemporary thought and practice Gender and Diversity in Management is designed for students on courses across a range of business and management subjects including Women in Management Gender in Management Equal Opportunities and Diversity and Human Resource Management It will also be of great value to managers from a range of organizations and sectors who wish to understand better the debates or who seek a practical and up to date guide to contemporary thought and practice

**Race, Religion & Muslim Identity in Britain** Muhammad Abdul Bari, 2004 This timely book offers incisive and comprehensive analysis of faith as a cornerstone of identity With the rapid transformation within the Muslim community over the last few decades many young people are now finding it difficult to navigate between the demands of their religion on one side and social pressure on the other Working with them and addressing the issues pertinent to their daily life is challenging to say the least This book is the outcome of Dr Bari's long term involvement with the young Muslims of London through his voluntary and professional work This has put him on a continuous learning curve in assessing his personal situation as well The foremost issue facing a young Muslim is of course one of identity which the author has tried to address through the lens of Islamic principles

**Social Work** Vivienne E. Cree, Trish McCulloch, 2023-04-04 Building on the successful 1st edition this reader brings together some of the most significant ideas that have informed social work practice over the last fifty years At the same time as presenting these foundational extracts the book includes commentaries that allow the reader to understand the selected extracts on their own terms as well as to be aware of their relations to each other and to the wider social work context There is no settled view or easy consensus about what social work is and should be and the ideas reflected in this volume are themselves diverse and

complex The world of social work has changed greatly over the last ten years and this new edition reflects that change with new material on the decolonisation of social work knowledges the greater emphasis on inter disciplinarity and co production and the new concern for identities With an accessible introduction to contextualise the selections the book is divided into three main sections each presenting key texts drawn from a wide range of perspectives psychological sociological philosophical educational and political as well as perspectives that are grounded in the experiences of practitioners and those who use services which have contributed to the development of the profession of social work knowledge and values for social work and practice in social work By providing students and practitioners with an easy way into reading first hand some of the most interesting foundational texts of the subject it will be required reading for all undergraduate and postgraduate programmes and professionals undertaking post qualifying training      Effective Communication Neil Thompson,2018-03-14 Communication is the basis of so much of what happens in the workplace and indeed in our private lives Without effective communication our lives are so much the poorer and with so many more problems This book now in an updated third edition is therefore an important and valuable resource for anyone where success in their work depends on the quality of their interactions whether face to face in writing or electronically Divided into two parts the book focuses first on theoretical insights to provide a firm basis of understanding and then on practice issues Written in Neil Thompson s characteristically clear and accessible style this important book provides an essential foundation for making sure that we are communicating with one another as effectively as possible      *Tackling Social Exclusion* John H. Pierson,2009-10-16 The concept of social exclusion has been a central focus of government policy for the past ten years and is now at the core of much practitioner activity Thoroughly updated this much needed second edition shows how social workers can combat the social exclusion experienced by service users and at the same time promote social inclusion It clearly and accessibly demonstrates how concepts and theories of social exclusion can be used to improve practice *Tackling Social Exclusion* covers social work perspectives and approaches promoting social inclusion contemporary issues such as preventative work with young children and families anti social behaviour and tensions relating to ethnicity immigration and faith the role of the voluntary sector and how service agencies can change their organisation to promote inclusion the skills needed when working with specific groups including children and families young people vulnerable adults and communities as well as new material on social exclusion in more rural areas Each chapter is grounded in up to date practice examples and explores through activities case studies and exercises how the perspective of social exclusion is changing social work today      *Encyclopedia of Race and Ethnic Studies* Ellis Cashmore,2004-03 The book comprises essays each highlighting a particular word or term germane to the study of race and ethnic studies      **Social Work in Wales** Wulf Livingston,Jo Redcliffe,Abyd Quinn Aziz,2023-06-27 This book is the first to examine what makes the Welsh context unique including the move towards joint children families and adult provision and the emphasis on early intervention partnership considerations      **Critical Social Work with Children and**

**Families** Steve Rogowski, 2024-02-27 In dealing with individual problems and difficulties critical social work CSW is an emancipatory practice which seeks to address social injustice In this book the author draws on almost 40 years experience as a social worker to consider CSW in core areas of practice with children and families Fully updated to cover the impact of austerity Brexit the COVID 19 pandemic and cost of living crisis this accessible textbook is essential reading for students educators and practitioners of child and family social work It features clearly signposted theory and practice sections over 10 case studies including those drawn from the author s experience end of chapter Key points summaries further reading suggestions With expanded coverage of race and intersectionality contextual safeguarding and critical child protection the book champions the development of resilient social workers working towards a more just and equal world Rethinking Anti-Discriminatory and Anti-Oppressive Theories for Social Work Practice Christine Cocker, Trish

Hafford-Letchfield, 2014-07-23 For years anti discriminatory and anti oppressive practice have been embedded in the social work landscape Thinking beyond the mainstream approaches this book critically examines some of the core concepts and issues in social work providing fresh perspectives and opportunities for educators students and practitioners of social work

**Understanding Social Work** Pierson, John, 2011-10-01 Introduces students to the evolution of social work and enhances understanding of contemporary policy and practice



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