



Anti-racism in Social Work: **FREE** online resources



**YOU HAVE A SUPERPOWER
AND IT'S CALLED EMPATHY**



Wayne Reid
Professional Officer, Social Worker & Anti-Racism Visionary
BASW England
wayne.reid@basw.co.uk
[@wayne_reid79](https://twitter.com/wayne_reid79)
[@BASW_UK](https://twitter.com/BASW_UK)



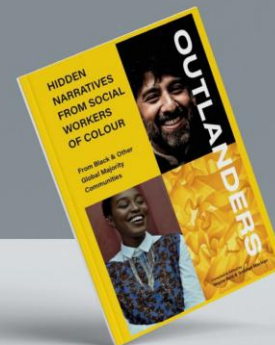
BASW
England
The professional association for
social work and social workers

**BEING AN
ANTI-RACIST
ALLY**



Collaborations

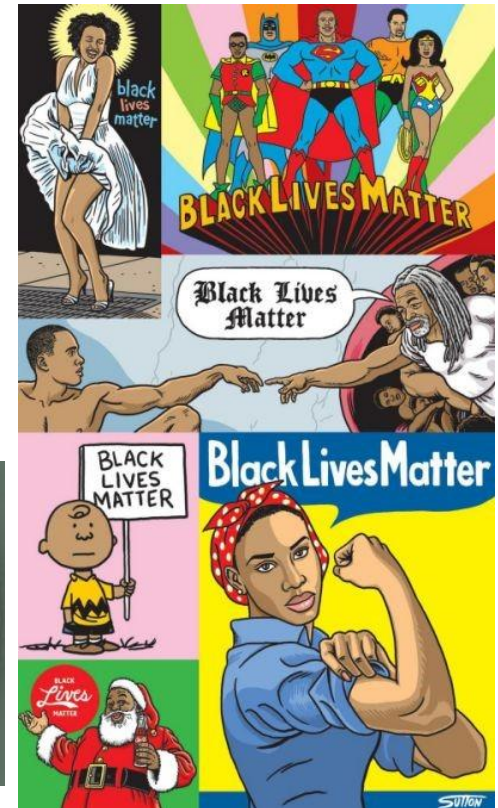
Description	Weblinks	Date
<p>Founder of the Black & Ethnic Minority Professionals Symposium (BPS)</p> <p>Black & Ethnic Minority Professionals Symposium & School of Shabs: Anti-racist supervision template promo video</p> <p>School of Shabs – Wellbeing in supervision</p>	<ul style="list-style-type: none"> https://new.basw.co.uk/support/groups-and-networks/basw-england-thematic-groups/black-ethnic-minority-professionals https://www.youtube.com/watch?v=SN_cf_TUWb8 https://www.youtube.com/watch?v=LGy02KvD6ew 	<p>01/08/20</p> <p>11/10/22</p> <p>16/09/20</p>
The Black & Ethnic Minority Symposium (BPS) & Perrett Laver employment skills 'SMASHING the glass ceiling' event	<ul style="list-style-type: none"> https://new.basw.co.uk/articles/watch-black-ethnic-minority-professionals-symposium-bps-smashing-glass-ceiling-employment https://www.youtube.com/watch?v=ZTJJuxsZ500 	02/12/20
OUTLANDERS anthology (co-edited and co-authored)	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1274014299569246208?s=20 https://siobhanmaclean.com/publications/outlanders https://www.amazon.co.uk/OUTLANDERS-Narratives-Workers-Majority-Communities/dp/1912130564 https://new.basw.co.uk/articles/outlanders-hidden-narratives-social-workers-colour https://twitter.com/SiobhanMaclean/status/1377591169165705221?s=20 https://twitter.com/wayne_reid79/status/1377644985236008966?s=20 	March 2021
OUTLANDERS virtual launch event	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=Ji9fy0avm74 https://twitter.com/wayne_reid79/status/1371991772499415048?s=20 	16/03/21
School of Shabs – OUTLANDERS special	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=1q5EoXgs7vo 	29/03/21
The Black & Ethnic Minority Professionals Symposium (BPS) 'Enter the BPS' event	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1440708217827311621?s=20 https://www.youtube.com/watch?v=C63Q_L5BQnQ 	22/09/21



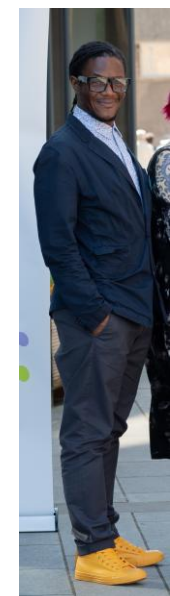
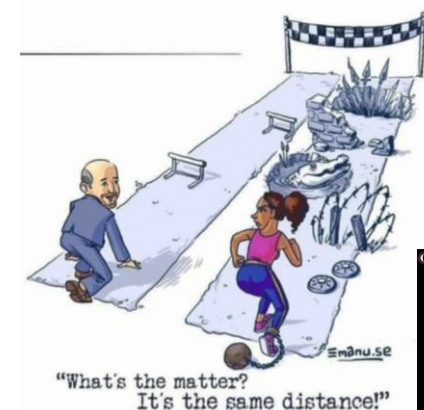
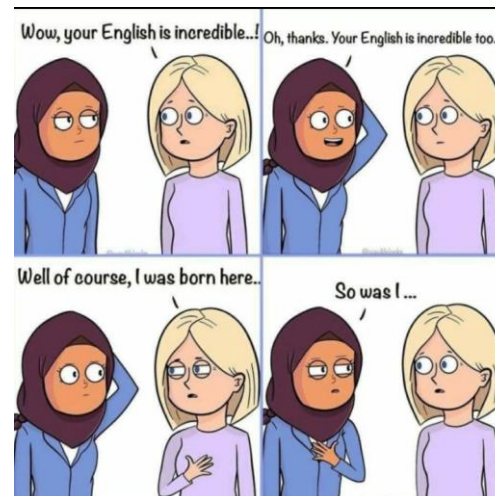
Outlanders - Hidden Narratives from Social Workers of Colour

In this landmark publication, Social Workers from Black and other Global Majority Communities showcase a rich and diverse collection of their essays, poems, stories, and reflections, providing unique and spellbinding insights.

Visit kirwinmaclean.co.uk/publications to order your copy, £13, plus P&P.

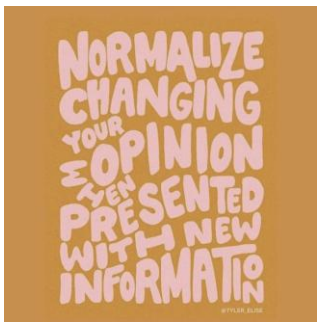


WAYNE'S WEEKLY



Interviews

Description	Weblinks	Date	Duration
Interview with Dr Jermaine Ravalier (Bath Spa University) & Diana Katoto (Social work student) on 'Ordinary Black People Doing Extraordinary Things'	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=XgkKJ9o0uMs&feature=youtu.be https://www.bathspa.ac.uk/news-and-events/events/bhm-wayne-reid/ 	23/10/20	50 mins
'Anti-racism in Social Work' interview with Philippa Michael (Empower My Voice)	<ul style="list-style-type: none"> https://www.youtube.com/playlist?list=PLmrlcFqe8KDi49BcstUvVX4Ed5tnLnVnv 	20/05/21	45 mins
Wayne Reid in conversation with Femi Oluwole	<ul style="list-style-type: none"> Part 1: https://twitter.com/Femi_Sorry/status/1434882586455707650?s=20 	06/09/21	6 mins
	<ul style="list-style-type: none"> Part 2: https://twitter.com/Femi_Sorry/status/1434884081393754112?s=20 		9 mins
Wayne Reid in conversation with Clive Lewis MP	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=LlwpmSTJ8IE 	25/11/21	9 mins
Wayne Reid interviews Kim Johnson MP	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=KvZefxxKwFw 	31/01/24	26 mins
Wayne Reid interviews Michelle Elliott (as part of the TUC Black Activist Development Programme)	<ul style="list-style-type: none"> https://vimeo.com/931981196 	11/04/24	30 mins
Wayne Reid interviews Everton Morrison (as part of the TUC Black Activist Development Programme)	<ul style="list-style-type: none"> https://vimeo.com/927928923 	11/04/24	33 mins
Community Care Wayne Reid: how George Floyd's murder inspired social work's anti-racism 'visionary'	<ul style="list-style-type: none"> https://www.communitycare.co.uk/2024/07/04/wayne-reid-how-george-floyds-murder-inspired-social-works-anti-racism-visionary/ 	04/07/24	N/A



Racism is the only invention White people won't take credit for."



research in practice

"Anti-racist Futures: What does BLM mean for Social Work?" Social Work Students Action for Diversity (STAND) Panel Discussion. Features photos of panelists: Dr Kish Bhatti-Sinclair, Dr Guram Singh, Wayne Reid, and Raza Griffiths. Includes Zoom meeting details for September 24, 2020.

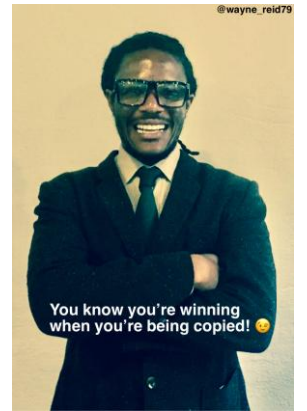


ANTI-RACISM VIRTUAL SUMMIT 2020 featuring Wayne Reid. Social Work's Role in Black Lives Matter. September 16th 10:00 AM (EDT). #MoreThanAVote. Co-hosted by Salisbury School of Social Work.



A leading Officer and programme leader for the British Association of Social Workers. Wayne Reid's biography and achievements, including the KCMG medal and the Order of St. Michael and St. George. Includes a photo of Wayne Reid and the BASW logo.

Wayne Reid's professional profile. Wayne is a Professional Officer & Social Worker for BASW England. His social care experience spans nearly 20 years, working with diverse professionals from across all sectors to improve service standards and meet holistic needs.



CommunityCare logo with the tagline 'The heart of your social care career' and a graphic for 'WAYNE'S WEEKLY'.

Wayne Reid's social media and professional affiliations. Includes his Twitter handle @wayne_reid79, his role as a British Association of Social Workers member, and his affiliation with Bath Spa University during Black History Month.

Miscellaneous 1

Description	Weblinks	Date
Coverage on the BASW in the media webpage	<ul style="list-style-type: none"> https://new.basw.co.uk/media-centre/basw-media 	
The campaign to change the racist imagery on the KCMG medal	<ul style="list-style-type: none"> https://new.basw.co.uk/articles/basw-writes-royal-family-call-kcmg-medal-which-has-clearly-distressing-racist-imagery-it 	26/06/20
Announcement of my role as BASW Anti-racism Visionary on Twitter	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1355192614388170755?s=20 	29/01/21
Working Class Academics online weblink to my 'Anti-racism in Social Work' portfolio	<ul style="list-style-type: none"> https://workingclass-academics.co.uk/anti-racism-in-social-work-portfolio-by-wayne-reid/ 	
Anti-racism 'edutainment' collection	<ul style="list-style-type: none"> https://www.linkedin.com/posts/activity-6777585799752933376-2nNt 	
New staff join BASW as organisation steps up commitment to anti-racism and wider equality, diversity and inclusion action	<ul style="list-style-type: none"> https://new.basw.co.uk/articles/new-staff-join-basw-organisation-steps-commitment-anti-racism-and-wider-equality-diversity 	31/03/21
Wayne Reid, BASW Anti-Racism Lead invites social workers to share examples of anti-racism activism	<ul style="list-style-type: none"> https://new.basw.co.uk/articles/mapping-anti-racism-activism-across-social-work-get-involved 	09/04/21
Nomination for the National Diversity Awards: <i>Positive Role Model</i>	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1386688985909665794?s=20 	26/04/21
Recognition from Social Work England for my nomination for the National Diversity Awards	<ul style="list-style-type: none"> https://twitter.com/SocialWorkEng/status/1387052996048130050?s=20 	27/04/21
Femi Oluwole supports the 'Anti-racism in Social Work' movement!	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1389164682355871752?s=20 https://twitter.com/wayne_reid79/status/1390631916190289924?s=20 https://twitter.com/wayne_reid79/status/1409934736039067653?s=11 	May 2021 June 2021

Miscellaneous 2

Description	Weblinks	Date
Lee Jasper supports the 'Anti-racism in Social Work' movement!	<ul style="list-style-type: none"> • https://twitter.com/wayne_reid79/status/1392510202382061570?s=20 	May 2021
'Ambition Navigation' (my pathway into Social Work) Working Class Academics conference 2021 promotional activities	<ul style="list-style-type: none"> • https://vimeo.com/565346035 • https://twitter.com/wayne_reid79/status/1415199559463149568?s=21 • https://twitter.com/wayne_reid79/status/1415316238348263437?s=21 	22/06/21 14/07/21
Report launched on 'Anti-racism in Social Work' activities across the UK (2020 – 2021) for the George Floyd anniversary	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/report-launched-anti-racism-social-work-activities-across-uk • Also, click here 	May 2021 Nov 2021
Wayne Reid's appointment to the Department of Health & Social Care's WRES Advisory Board and first official meeting.	<ul style="list-style-type: none"> • https://twitter.com/mbccawards/status/1410901065160028164?s=20 	June 2021
Nomination for the Britain's Multicultural Business & Community Champion) Awards: <i>Social Activist of the Year</i>	<ul style="list-style-type: none"> • https://www.diverseeducators.co.uk/diverseeds-top-10-blogs-of-2020-21/ 	July 2021
#DiverseEd's Top 10 Blogs of 2020-21		August 2021
Clive Lewis MP supports the 'Anti-racism in Social Work' movement!	<ul style="list-style-type: none"> • https://twitter.com/wayne_reid79/status/1433427791073009669?s=20 • https://twitter.com/labourlewis/status/1464565743111057417?s=20 	02/09/21
<i>Black Lives Rising</i> book review by Wayne Reid	<ul style="list-style-type: none"> • https://www.voice-online.co.uk/opinion/2021/09/15/black-lives-rising-review/ • https://new.basw.co.uk/about-social-work/psw-magazine/articles/powerful-stories-about-lived-realities-black-people-must-be 	15/09/21 05/10/21
Presentation at the Local Government Association (LGA) conference	<ul style="list-style-type: none"> • https://twitter.com/LGAWorkforce/status/1442402126773121029?s=20 	12/10/21

Miscellaneous 3

Description	Weblinks	Date
Presentation at the International Federation of Social Workers (IFSW) conference	<ul style="list-style-type: none"> • https://twitter.com/wayne_reid79/status/1448060335504728067 	13/10/21
Nomination for Social Worker of the Year Award (<i>Social Justice Advocate</i>)	<ul style="list-style-type: none"> • https://twitter.com/wayne_reid79/status/1447893704014970882 • https://www.communitycare.co.uk/2021/10/11/shortlist-unveiled-for-social-worker-of-the-year-awards/ 	11/10/21
Presentation at the Royal College of Occupational Therapists (RCOT)	<ul style="list-style-type: none"> • https://twitter.com/theRCOT/status/1450741099874734083 • https://twitter.com/theRCOT/status/1452652461605412875?s=20 • https://www.rcot.co.uk/news/our-journey-improve-edi-within-rcot-and-wider-profession • https://www.rcot.co.uk/edb-insights-sessions 	Oct 2021
Critical Publishing weblink to my 'Anti-racism in Social Work' portfolio	<ul style="list-style-type: none"> • Here is the link 	Nov 2021
Community Care: Social Work England issues proposed standards to ensure graduates are ready for practice	<ul style="list-style-type: none"> • https://www.communitycare.co.uk/2022/07/04/social-work-england-issues-proposed-standards-to-ensure-graduates-are-ready-for-practice/ 	July 2022
Barnardo's (in partnership with BASW England): Social Care, Social Justice and Social Action conference	<ul style="list-style-type: none"> • https://www.youtube.com/watch?v=OjZ-EFdwS8Y 	April 2024
LinkedIn response to the updated 'Anti-racism in Social Work' presentation	<ul style="list-style-type: none"> • https://www.linkedin.com/feed/update/urn:li:activity:7240375485455642624/ 	September 2024

A full-length portrait of Michelle Obama standing against a plain, light-colored wall. She is wearing a black, off-the-shoulder, form-fitting dress with a subtle waistline. Her hair is styled in loose waves, and she is smiling at the camera. She is wearing a ring on her left hand.

**WAGU EMBROID
PROFESSIONAL
OFFICER**

WAGU WORKER


WAYNE REID
@wayne_reid79

FOLLOW

Black Lives Matter: social work must
respond with action – not platitudes

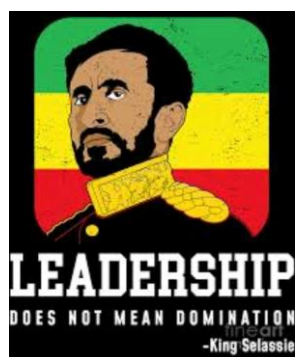
"ONE WORLD, ONE RACE... THE HUMAN RACE"



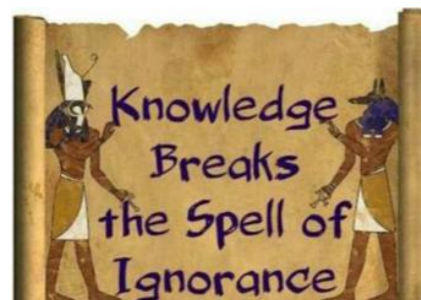
**BEING AUTHENTIC
IS BEING TRUE TO
WHO YOU ARE**



BEING AN ANTI-RACIST ALLY



“
IF NOT
NOW,
WHEN?
”



BLACK LIVES MATTER

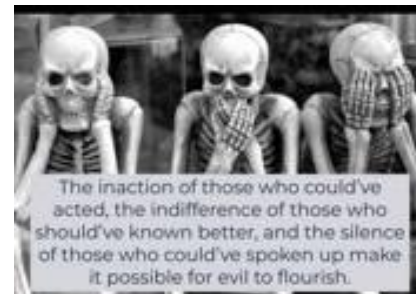
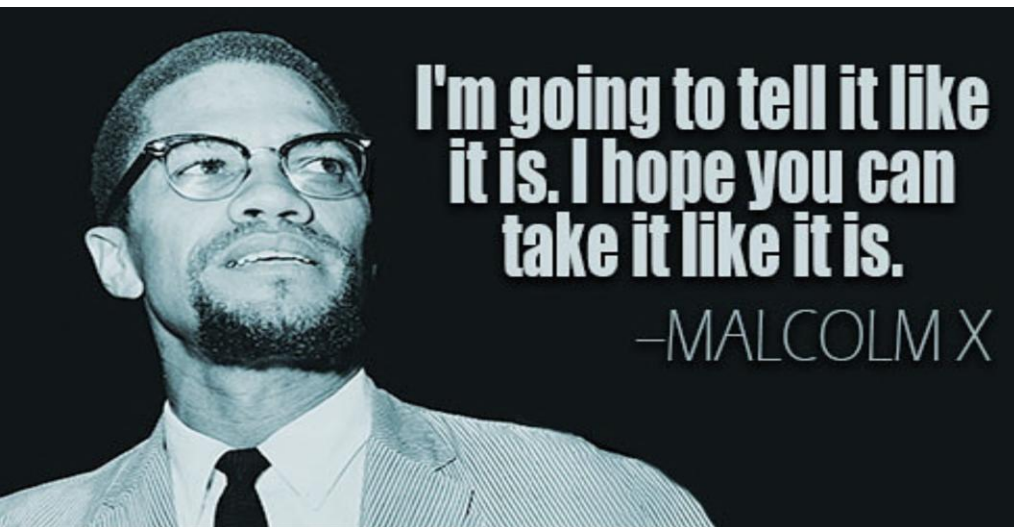
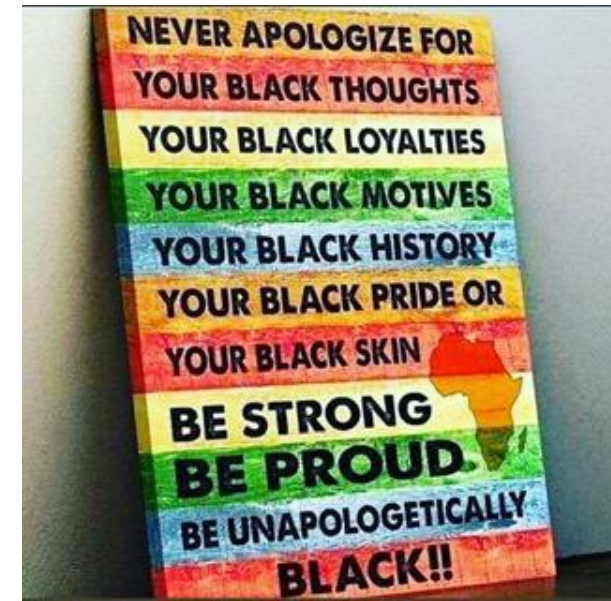
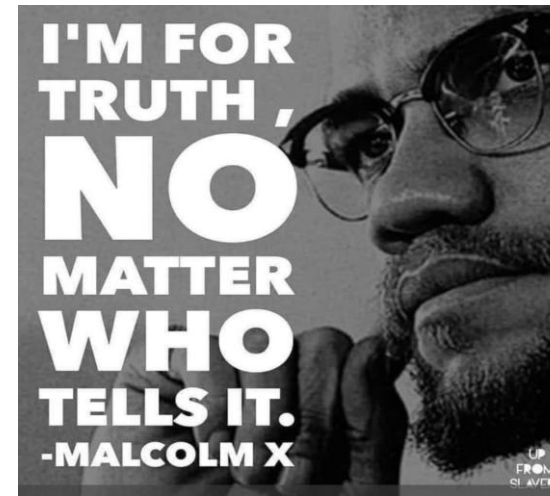
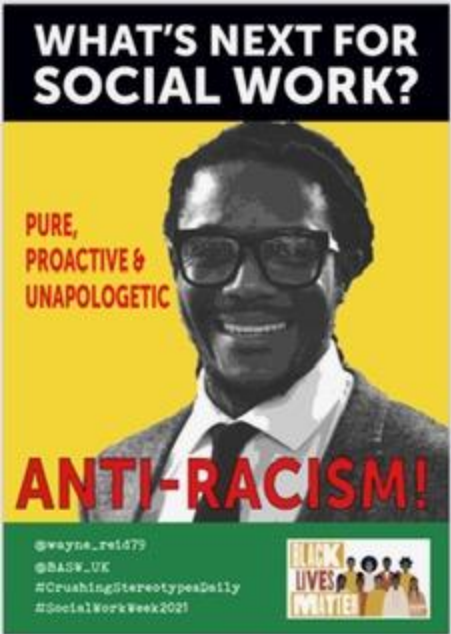
BASW
The professional association for social work and social workers

One world, one race... the human race



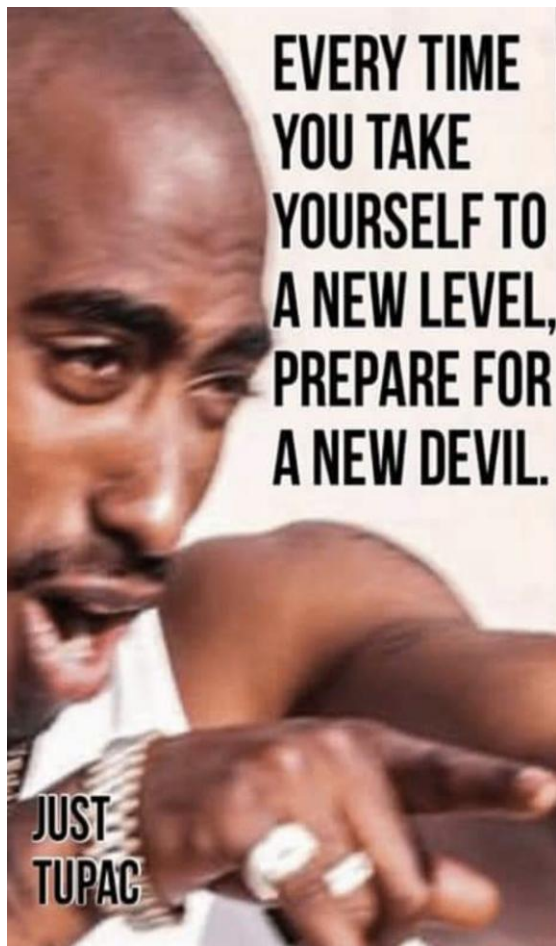
Poetry

Description	Weblinks	Date
<i>The revolution (A nod to Gil Scott-Heron)</i>	https://twitter.com/wayne_reid79/status/1275830803256217602/photo/1	24/06/20
SW2020-21 Covid-19	https://sites.google.com/sheffield.ac.uk/sw2020-21-covid19/editions/5th-edition-14-july-2020/the-revolution-a-nod-to-gil-scott-heron	14/07/20
<i>The Lion's Everyday Flex</i>	<ul style="list-style-type: none">https://twitter.com/wayne_reid79/status/1338759518885457920?s=20	15/12/20
A live reading of the 'The Lion's Everyday Flex' (from OUTLANDERS) at the BASW Music, Dance & Poetry event on 16/03/21	<ul style="list-style-type: none">https://twitter.com/wayne_reid79/status/1372657317737594881?s=20	Mar 2021
<i>Dodging Devils</i>	<ul style="list-style-type: none">https://twitter.com/wayne_reid79/status/1394798724199686152?s=20	18/05/21



Podcasts

Description	Weblinks	Date	Duration
The Social World podcast interview with David Niven on Black Lives Matter	<ul style="list-style-type: none"> See here 	Oct 2020	40 mins
How Does the Social Work? podcast interview with Yohai Hakak and students from Brunel University	<ul style="list-style-type: none"> https://open.spotify.com/episode/7th84sEq7D3DTNHBgTF1vU?si=p2Uw_x9bSm20DZXJnLgBmw&dl_branch=1 https://anchor.fm/yohai-hakak 	10/10/20	1 hr
The Social Matters Podcast discussing 'Anti-racism in Social Work' and the OUTLANDERS book	<ul style="list-style-type: none"> https://twitter.com/MattersPodcast/status/1365984467815460865?s=20 https://podcasts.apple.com/gb/podcast/episode-11-s3-anti-racism-in-social-work-feat-wayne-reid/id1436421996?i=1000511046781 	Feb 2021	50 mins
Frontline Stories of Change podcast Anti-racism in Social Work <i>"If anti-racism doesn't exist for social workers, can it exist for service users?" with Wayne Reid</i>	<ul style="list-style-type: none"> https://thefrontline.org.uk/media-resources/if-anti-racism-doesnt-exist-for-social-workers-can-it-exist-for-service-users-with-wayne-reid/ https://podcasts.apple.com/gb/podcast/if-anti-racism-doesnt-exist-for-social-workers-can/id1512128075?i=1000519278009 	29/04/21	40 mins
Brunch & Bantu podcast – Anti-racism in Social Work, OUTLANDERS & allyship	<ul style="list-style-type: none"> https://open.spotify.com/episode/0l9kx52VlBuBpQl7ChYg5l?si=DbQuYl8zT2uPivv0VmAwyg&dl_branch=1&nd=1 	30/05/21	52 mins
Belfast Health & Social Care Trust podcast panel discussion on 'Anti-racist in Social Work practice'	<ul style="list-style-type: none"> https://soundcloud.com/bhsctemnetwork/anti-racism-in-social-work-practice 	01/06/21	40 mins
Interview with Dez Holmes (Research in Practice): <i>Racism, intersectionality, privilege, power, fragility and allyship</i>	<ul style="list-style-type: none"> https://www.researchinpractice.org.uk/all/content-pages/podcasts/racism-intersectionality-privilege-power-fragility-and-allyship/ https://podcasts.apple.com/gb/podcast/research-in-practice-podcast/id1378303241?i=1000529677434 	22/07/21	44 mins
Social Worker Matters podcast interview with Dr Sylvia Smith	<ul style="list-style-type: none"> https://open.spotify.com/episode/2lJlXPz9rVxCblFc0uxqaB?si=Qxl8mBRWSCOBFU25C8jgKg&dl_branch=1 	11/08/21	48 mins
Doin' The Work podcast (USA) - <i>Anti-Racist Social Work in England - Wayne Reid</i>	<ul style="list-style-type: none"> https://dointhework.podbean.com/e/anti-racist-social-work-in-england-wayne-reid/ 	06/09/21	51 mins
Social Work Sorted	<ul style="list-style-type: none"> Social work and media with Wayne Reid - https://www.buzzsprout.com/1926820/12998600-social-work-and-media-with-wayne-reid 	08/06/23	36 mins



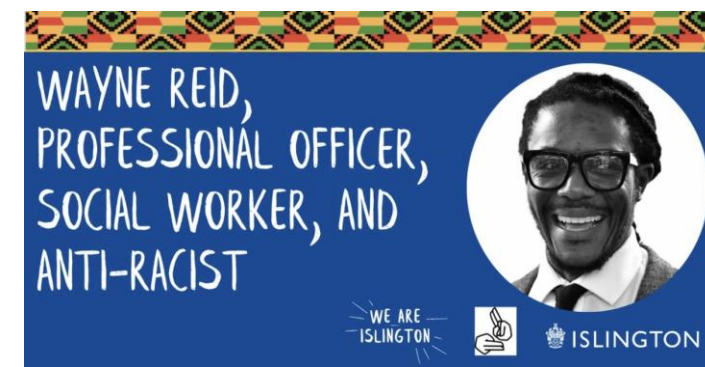
If you hang out with me for too long,
I'll brainwash you into believing in yourself
and thinking you can achieve anything.

WAYNE'S
WEEKLY



**RACISM IS A DEEP WOUND
KEEP APPLYING PRESSURE**

WAYNE'S
WEEKLY



BASW England
Professional Officer,
Wayne Reid,
has been nominated for the

**Positive Role Model Award
(Race, Faith and Religion)**

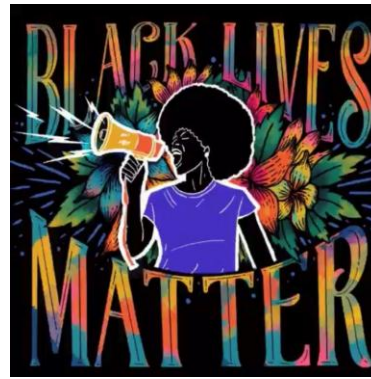


BASW
England



Position statements

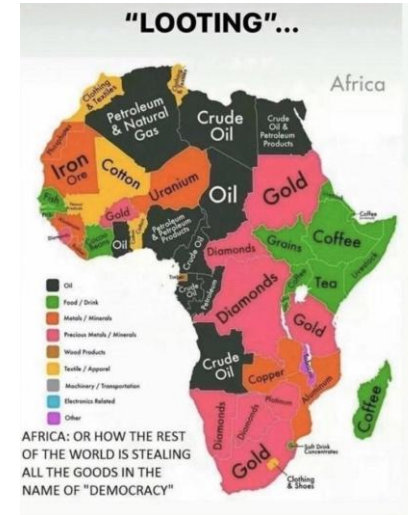
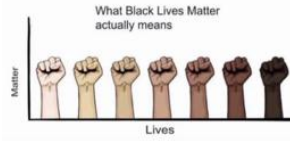
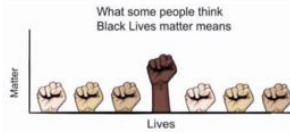
Description	Weblinks	Date
BASW statement on the Windrush review	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/basw-statement-windrush-review 	23/03/20
BASW full statement regarding the murder of George Floyd	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/basw-statement-george-floyd 	08/06/20
BASW England response to Minister for Equalities report on disparate impact of COVID-19 on Black & Ethnic Minority communities	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/basw-englands-response-minister-equalities-report-disparate-impact-covid-19-black-and 	28/10/20
BASW response to the Commission for Race and Ethnic Disparities Report	<ul style="list-style-type: none"> • hbasw-comments-commission-race-and-ethnic-disparities-report-march-2021 https://new.basw.co.uk/articles/ 	09/04/21
BASW comments as jury finds Derek Chauvin guilty of the murder of George Floyd	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/basw-comments-jury-finds-derek-chauvin-guilty-murder-george-floyd 	21/04/21
BASW England statement on 'Anti-Racism, Anti-Discrimination & Anti-Oppression in Social Work'	<ul style="list-style-type: none"> • https://new.basw.co.uk/articles/basw-england-statement-anti-racism-anti-discrimination-anti-oppression-social-work 	27/07/21



Don't talk, act.
Don't say, show.
Don't promise, prove.

Woke
/wʊk/ adjective

1. Well-informed, up-to-date.
2. Alert to injustice in society, especially racism.
'we need to stay angry, and stay woke'



WAYNE'S WEEKLY



BASW
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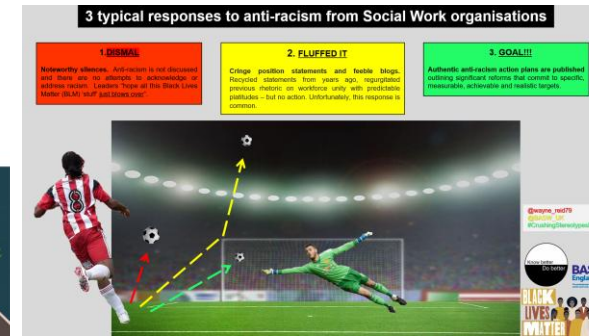
We believe strongly in Diversity.
All the pointless charters we've signed are on different colour paper!!!



Anti-Black racism from people WITHOUT colour involves...*

- X An inability to listen to Black people's problems and respond with empathy
- X An inability to take direction from Black people
- X An inability to give Black people credit
- X An inability to celebrate Black accomplishments
- X Assuming Black people are less capable/educated/intelligent
- X Conflating anti-Black racism with issues faced by people WITHOUT colour
- X Confusion when Black people are successful
- X Downplaying and/or glossing over racism in the workplace and society
- X Knowingly being condescending and/or patronising towards Black people
- X Knowingly perpetuating stereotypes about Black people
- X Knowingly appropriating Black culture
- X Knowingly enforcing anti-Black dating preferences
- X Looking for opportunities to 'tone police' and discredit Black people
- X Silence when Black people experience racism
- X Taking no action when faced with clear evidence of racism
- X Treating Black children like adults (adultification)
- X Unnecessarily trying to compete with Black people

* Not an exhaustive list

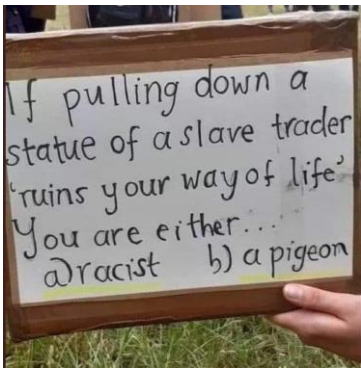


Presentations 1

Description	Weblinks	Date	Duration
'Anti-racism in Social Work' presentation webinar for Social Work Student Connect	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=tkgHLHxP-HY&feature=youtu.be 	16/07/20	1 hr
Developing Together South West Teaching Partnership: Anti-racism in Social Work (full presentation).	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=DapsfbpnMG0&feature=youtu.be 	30/09/20	2 hrs 51 mins
The Anti-racism virtual global summit (hosted in the USA)	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1306327852795731969?s=20 https://www.youtube.com/watch?v=UEboq0xB7ww 	21/02/21	1 hr 6 mins
#IAMNEWHAM Conference alongside David Olusoga (Historian & Broadcaster)	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1334565216479285253?s=20 	03/12/20	
Presentation at ExChange Wales & CASCADE webinar event	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=UHOZkadKXKU&feature=youtu.be https://www.exchangewales.org/anti-racism-in-social-work/ 	18/12/20	1 hr
Liverpool Hope University our 'Race and Anti-Racist Practice' Integration Day presentation	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=CfBjFyDeMBA&feature=youtu.be 	05/02/21	1 hr 10 mins
Skills for Care - How to become an anti-racist organisation presentation	<ul style="list-style-type: none"> https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Supporting-the-diverse-workforce/Supporting-the-diverse-workforce.aspx 	Feb 2021	1 hr 26 mins
Tavistock & Portman webinar presentation: Dismantling institutional racism in social work 20 years after Macpherson:	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=swUVNK_QayE https://twitter.com/wayne_reid79/status/1367876155148210180?s=20 	05/03/21	1 hr 40 mins
Launch event for the Network of Black British Social Workers	<ul style="list-style-type: none"> https://twitter.com/wayne_reid79/status/1383403428991299594?s=20 	17/04/21	
'Anti-racism in Social Work' - a presentation delivered by Wayne Reid at a Lewisham LA and Goldsmiths Uni of London event	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=k8ovraQwmXg 	26/05/21	1 hr 21 mins
Working Class Academics Conference 2021: Presentation of 'Ambition Navigation' (my pathway into Social Work)	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=9a7vqOeTyMY https://twitter.com/AcademicsClass/status/1551230704247267328 	14/07/21	30 mins

Presentations 2

Description	Weblinks	Date	Duration
'Anti-racism in Social Work' - a presentation delivered by Wayne Reid at National IRO Managers Partnership (NIROMP)	<ul style="list-style-type: none"> https://vimeo.com/565342578 https://smad6740.files.wordpress.com/2021/06/basw-anti-racism-in-social-work-full-presentation-2021-niromp.pdf 	27/05/21	2 hrs
University of Derby 'Anti-racism in Social Work' presentation	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=Vjyv5uoRCyY 	16/06/21	1 hr 50 mins
BASW England & Think Ahead 'Anti-racism in Social Work': <i>Collaborating effectively & challenging robustly</i>	<ul style="list-style-type: none"> https://youtu.be/pqb8MFV3Fto 	29/06/21	2 hrs
BASW England & What Works Centre 'Anti-racism in Social Work': <i>Collaborating effectively & challenging robustly</i>	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=h5iu7PRDehU 	30/06/21	51 mins
North East London Social Work Teaching Partnership: <i>Anti-Racist Social Work Practice</i>	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=UctA9i76FQQ 	05/07/21	2 hrs 17 mins
London Borough of Barking & Dagenham 'Anti-racism in Social Work' presentation	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=BXQ4pyPmQ_k 	13/07/21	2 hrs 40 mins
Introduction to Paulette Forbes' presentation on <i>Black Lives Matter in Fostering & Adoption</i>	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=1kHf_eH_pgA 	13/07/21	1 hr 30 mins
Interview & presentation with Dez Holmes (Research in Practice): <i>Promoting Anti-racism In Social Work</i>	<ul style="list-style-type: none"> https://www.researchinpractice.org.uk/all/content-pages/videos/promoting-anti-racism-in-social-work/ 	22/07/21	34 mins
'Anti-racism in Social Work' presentation delivered by Pam Shodeinde for <i>Black History Month</i>	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=lvSF_sYOUNc https://new.basw.co.uk/articles/anti-racism-social-work-basw-england-presentation-and-discussion 	19/10/21	1 hr 15 mins
Research in Practice Promoting Anti-Racism in Children & Family Services Developing an anti-racist culture in your organisation	<ul style="list-style-type: none"> https://vimeo.com/731730829 	03/11/21	2 mins
'Anti-racism in Social Work' - a presentation delivered by Wayne Reid at Making Research Count	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=CgJVRpxLbCU 	09/12/21	1 hr 22 mins
Trades Union Congress (TUC) Black Activist Development Programme presentation	<ul style="list-style-type: none"> https://vimeo.com/931983478 	11/04/24	11 mins
Bradford Teaching Partnership annual conference 2024: 'Anti-racism in Social Work 2024-2025'	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=WXe18E_UA7w 	11/12/24	35 mins



"ONE DOESN'T HAVE TO
OPERATE WITH GREAT
MALICE TO DO GREAT
HARM.
THE ABSENCE OF EMPATHY
& UNDERSTANDING ARE
SUFFICIENT."

CHARLES M. BLOW

I KNOW WHERE I'M GOING, AND I KNOW
THE TRUTH, AND I DON'T HAVE TO BE WHAT
YOU WANT ME TO BE I'M FREE TO BE WHAT
I WANT

WHITE SUPREMACY
WON'T DIE UNTIL
WHITE PEOPLE SEE IT AS
A WHITE ISSUE
THEY NEED TO SOLVE
RATHER THAN A
BLACK ISSUE
THEY NEED TO
EMPATHIZE WITH.

If the vision was
impossible,
you never would
have received it.

You will never be criticized by
someone who is doing more
than you. You will only be
criticized by someone doing
less.

Read that again.

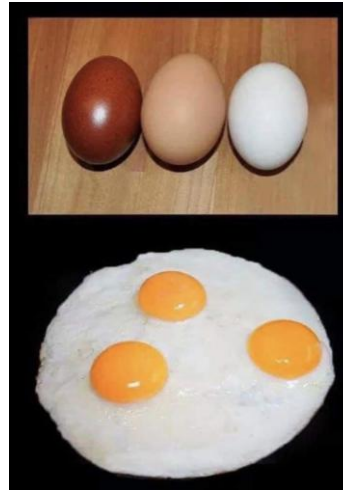
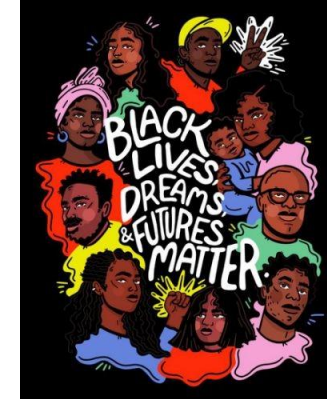


THE ONE WHO PLANTS
TREES, KNOWING THAT HE
WILL NEVER SIT IN THEIR
SHADE, HAS STARTED TO
UNDERSTAND THE
MEANING OF LIFE.



DOIN'
THE
WORK:

Frontline Stories
of Social Change



W | WAYNE'S
WEEKLY



ON BLACK REST.

the cycle of harm whiteness
creates is meant to exhaust.
because when we are tired; we
cannot dream, we cannot play,
we cannot love, we cannot
create, we cannot collaborate,
we cannot heal, we cannot
build a world that make us
feel seen, heard and held.

so I am wishing you rest.

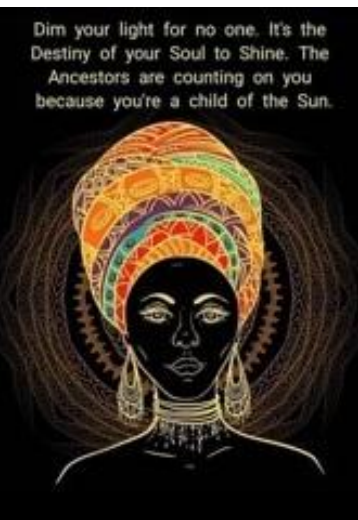
OGORCHUKWUU

NOBODY
WATCHES YOU
HARDER THAN
THE PEOPLE
THAT CAN'T
STAND YOU

YOUR ANCESTORS
WHEN THEY
SEE YOU WAKING UP

IT'S JUST AS
IMPORTANT TO
TALK ABOUT
BLACK FATIGUE
AS IT IS TO TALK
ABOUT WHITE
FRAGILITY.

www.blackfatigue.com



Publications 1

Description	Weblinks	Date
Community Care: <i>Black Lives Matter: social work must respond with action – not platitudes</i>	https://www.communitycare.co.uk/2020/06/12/black-lives-matter-social-work-must-respond-action-platitudes/	12/06/20
Working Class Academics: <i>Black Lives Matter Now, Then & Always</i>	https://workingclass-academics.co.uk/black-lives-matter-then-now-always-by-wayne-reid/#more-2478	10/07/20
Now Then magazine: <i>Black Lives Matter Now, Then & Always</i>	https://nowthenmagazine.com/articles/black-lives-matter-then-now-always	16/07/20
Diverse Educators: <i>Black Lives Matter Now, Then & Always</i>	https://www.diverseeducators.co.uk/black-lives-matter-then-now-always/	07/09/20
Community Care: <i>How to promote an anti-racist culture in social work</i>	https://www.communitycare.co.uk/2020/07/17/promote-anti-racist-culture-social-work/	17/07/20
Diverse Educators: <i>How to promote an anti-racist culture in social work</i>	https://www.diverseeducators.co.uk/how-to-promote-an-anti-racist-culture-in-social-work/	29/10/20
Critical Publishing: <i>How to promote an anti-racist culture in social work</i>	https://thecriticalblog.wordpress.com/2020/10/01/how-to-promote-an-anti-racist-culture-in-social-work-by-wayne-reid/	01/10/20
Irish Association of Social Workers: <i>How to promote an anti-racist culture in social work</i>	https://www.iasw.ie/page/654	17/07/20
Professional Social Work magazine: <i>When you're accustomed to privilege, equality feels like oppression</i>	https://new.basw.co.uk/about-social-work/psw-magazine/articles/when-youre-accustomed-privilege-equality-feels-oppression	11/12/20
Community Care: <i>Anti-racism in social work: no more questions – just actions please</i>	https://www.communitycare.co.uk/2020/12/16/anti-racism-social-work-questions-just-actions-please/	16/12/20
Social Work News magazine: <i>Black History Month has passed - but we must not stop ringing the alarm on racism in social work</i>	https://www.mysocialworknews.com/article/black-history-month-has-passed-but-we-must-not-stop-ringing-the-alarm-on-racism-in-social-work	21/12/20
Social Work News magazine: Author of the Month December 2020	https://www.mysocialworknews.com/article/congratulations-to-our-first-author-of-the-month https://twitter.com/myswnews/status/1344688024710426627?s=20	31/12/20

Publications 2

Description	Weblinks	Date
Working Class Academics: <i>Black History Month has passed – but we must not stop ringing the alarm on racism in social work</i>	<ul style="list-style-type: none"> https://workingclass-academics.co.uk/black-history-month-has-passed-but-we-must-not-stop-ringing-the-alarm-on-racism-in-social-work-by-wayne-reid/ 	06/01/21
Critical Publishing: <i>Anti-racism in Social Work 2020 omnibus</i>	<ul style="list-style-type: none"> https://thecriticalblog.wordpress.com/2021/01/04/anti-racism-in-social-work-2020-omnibus/ 	04/01/21
MA Consultancy blog: <i>Black History Month has passed - but we must not stop ringing the alarm on racism in social work</i>	<ul style="list-style-type: none"> Black History Month has passed - but we must not stop ringing the alarm on racism in social work 	17/01/21
Interview with Professional Social Work magazine: <i>George Floyd's murder was the catalyst for my focus on anti-racist social work</i>	<ul style="list-style-type: none"> https://new.basw.co.uk/about-social-work/psw-magazine/articles/george-floyds-murder-was-catalyst-my-focus-anti-racist 	09/02/21
Make It Plain: <i>Social work is institutionally racist – here's how we fix it</i>	<ul style="list-style-type: none"> https://make-it-plain.org/2021/02/12/social-work-is-institutionally-racist-heres-how-we-fix-it/ 	12/02/21
Diverse Educators: <i>Anti-racism in Social Work: No More Questions – Just Actions Please</i>	<ul style="list-style-type: none"> https://www.diverseeducators.co.uk/anti-racism-in-social-work-no-more-questions-just-actions-please/ 	21/02/21
Interview with Now Then Magazine: <i>Outlanders: Hidden Narratives from Social Workers of Colour</i>	<ul style="list-style-type: none"> https://nowthenmagazine.com/articles/outlanders-hidden-narratives-from-social-workers-of-colour 	10/03/21
Diverse Educators: <i>When You're Accustomed to Privilege, Equality Feels Like Oppression</i>	<ul style="list-style-type: none"> https://www.diverseeducators.co.uk/when-youre-accustomed-to-privilege-equality-feels-like-oppression/ 	16/03/21
Social Work News magazine: <i>Patiently waiting - Anti-Racism in Social Work</i>	<ul style="list-style-type: none"> https://www.mysocialworknews.com/article/patiently-waiting-anti-racism-in-social-work 	28/03/21
Community Care: <i>How does social work regulation perpetuate institutional racism?</i>	<ul style="list-style-type: none"> https://www.communitycare.co.uk/2021/04/09/social-work-regulation-perpetuate-institutional-racism/ 	09/04/21
Critical Publishing - <i>Anti-racism in Social Work 2021: Patiently Waiting</i>	<ul style="list-style-type: none"> https://thecriticalblog.wordpress.com/2021/04/15/anti-racism-in-social-work-2021-patiently-waiting/ 	15/04/21

Publications 3

Description	Weblinks	Date
Working Class Academics - <i>Anti-racism in Social Work 2021: Patiently Waiting</i>	<ul style="list-style-type: none"> https://workingclass-academics.co.uk/anti-racism-in-social-work-2021-patiently-waiting-by-wayne-reid/ 	17/04/21
Social Work News magazine: <i>How does Social Work regulation perpetuate White Supremacy?</i>	<ul style="list-style-type: none"> https://www.mysocialworknews.com/article/how-does-social-work-regulation-perpetuate-white-supremacy 	21/04/21
BASW online: <i>A conversation with BASW Anti-Racism Lead Wayne Reid</i>	<ul style="list-style-type: none"> https://new.basw.co.uk/articles/conversation-basw-anti-racism-lead-wayne-reid 	23/04/21
Diverse Educators: <i>How does Social Work regulation perpetuate White Supremacy?</i>	<ul style="list-style-type: none"> https://www.diverseeducators.co.uk/how-does-social-work-regulation-perpetuate-white-supremacy/ 	24/05/21
The Voice: Tackling institutional racism in Social Work	<ul style="list-style-type: none"> https://www.voice-online.co.uk/opinion/comment/2021/06/03/tackling-institutional-racism-in-social-work/ 	03/06/21
Social Work Today: <i>NQSWs from Black, Asian and minority ethnic backgrounds disproportionately failing ASYE</i>	<ul style="list-style-type: none"> https://www.socialworktoday.co.uk/News/NQSWs-from-Black%2C-Asian-and-minority-ethnic-backgrounds-disproportionately-failing-ASYE 	08/06/21
Pertemps Recruitment – Pertemps Circle – Edition 1: <i>Levelling the Playing Field</i>	<ul style="list-style-type: none"> https://view.pagetiger.com/pertemps-circle/v1 	July 2021
Social Work News: <i>Wayne Reid shares his Day in the Life of a Social Worker</i>	<ul style="list-style-type: none"> https://www.mysocialworknews.com/article/wayne-reid-shares-his-day-in-the-life-of-a-social-worker 	27/08/21
Professional Social Work magazine: <i>How to be an anti-racist ally explored in 'chinwag'</i>	<ul style="list-style-type: none"> https://new.basw.co.uk/about-social-work/psw-magazine/articles/how-be-anti-racist-ally-explored-chinwag 	24/02/22
<i>Wayne's Weekly survey report 2023</i>	<ul style="list-style-type: none"> https://www.linkedin.com/pulse/waynes-weekly-survey-report-2023-wayne-reid/ 	01/02/23
Critical Publishing: <i>What is Wayne's Weekly??</i>	<ul style="list-style-type: none"> https://thecriticalblog.wordpress.com/2023/02/06/what-is-waynes-weekly/ 	06/02/23
Research in Practice - <i>Anti-racist supervision matters</i>	<ul style="list-style-type: none"> https://www.researchinpractice.org.uk/all/content-pages/psw-main-landing-page/adults-network-landing-page/blogs-news-and-information/anti-racist-supervision-matters/# https://vimeo.com/802629649 	21/03/23
Professional Social Work magazine: Talk show series for social workers	<ul style="list-style-type: none"> https://new.basw.co.uk/about-social-work/psw-magazine/articles/talk-show-series-social-workers 	21/05/24



Dear White People,

No one is asking you to apologise for your ancestors.

We are asking you to dismantle the systems of oppression they built, that you maintain and benefit from.

Dear White people,

It's not a race card if you can't put it away.

Sincerely,
Us.

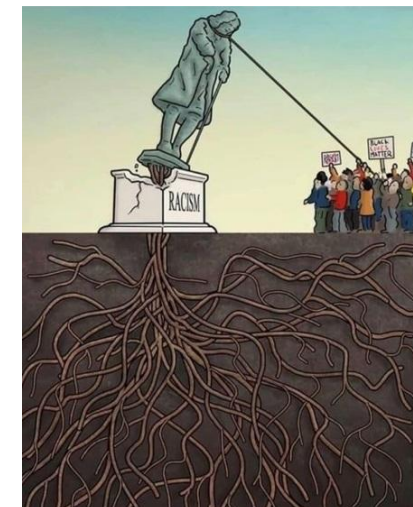
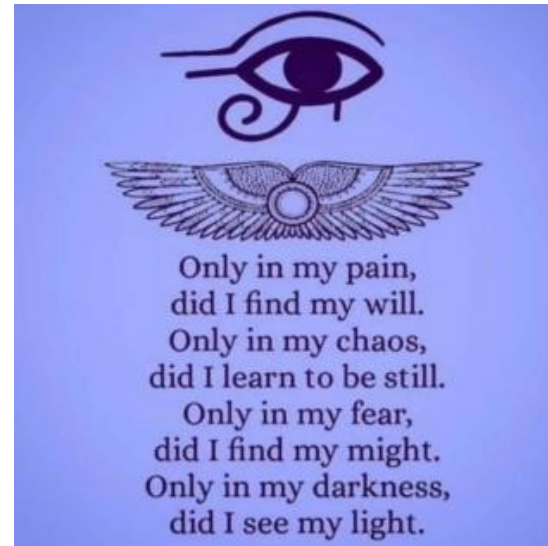
Muna Abdi

The work of antiracism is to fight racism where ever you see it... even in yourself.

Muna Abdi

You need to do some deep reflection if the only time you ever speak on racism is when you're denying it exists.

— Alyssa Ho Writings



They want us tired and exhausted, remember that.

This is not a sprint or marathon.

This is a relay.

All of us carry the weight and responsibility of the baton.

Rest when you need to.

The baton continues to be carried by your fellow brothers & sisters.

This baton won't be dropped.

Talk show 1

Description	Weblinks	Date
The Triple 'A' Chinwag (Authentic Anti-racist Allyship) - 1 st advert	• https://twitter.com/wayne_reid79/status/1431345328465367044?s=20	27/08/21
The Triple 'A' Chinwag (Authentic Anti-racist Allyship) - 2 nd advert	• https://twitter.com/wayne_reid79/status/1434869878154989580?s=20	06/09/21
The Triple 'A' Chinwag (Authentic Anti-racist Allyship) – BASW webpage	• https://new.basw.co.uk/policy-and-practice/resources/triple-chinwag-basw-england-mini-series	November 2021
The Triple 'A' Chinwag (Authentic Anti-racist Allyship) - Trailer	• https://www.youtube.com/watch?v=4_123G3BwIY	08/09/21
<p>The Triple 'A' Chinwag (Authentic Anti-racist Allyship)</p> <p><u>Episode 1</u></p> <ul style="list-style-type: none"> • Andrew Thompson introduction • Definitions & living experiences of anti-racist allyship • Anti-racist 'edutainment' • Anti-Black racism from people without colour involves... infographic • Triple 'A' Reflections 	• https://www.youtube.com/watch?v=DGSuzeXza5c	11/11/21
<p>The Triple 'A' Chinwag (Authentic Anti-racist Allyship)</p> <p><u>Episode 2</u></p> <ul style="list-style-type: none"> • Andrew Thompson re-introduction • Barriers to anti-racist allyship • Advice for potential anti-racist allies • Book recommendations • What is anti-racism? • How is anti-racism relevant to Social Work? • "You can't read yourself into activism" • Triple 'A' Reflections 	• https://www.youtube.com/watch?v=RYSkeE9rNzU	03/12/21


Talk show 2

Description	Weblinks	Date
<p>The Triple 'A' Chinwag (Authentic Anti-racist Allyship)</p> <p><u>Episode 3 (bonus episode)</u></p> <ul style="list-style-type: none">• The 4 White identities infographic created by Gurnam Singh• The BASW England report on 'Anti-racism in Social Work' activities across the UK 2020 - 2021• How do you recruit allies?• An authentic anti-racist summary from the 'Obi-Wan Kenobi of Social Work'• Triple 'A' Reflections	<p>https://www.youtube.com/watch?v=okFxm4oCdM4</p>	<p>10/12/21</p>

Talk show 3

Description	Weblinks	Date
<p>Synergy Sessions (Reciprocal Collaboration)</p> <p>https://new.basw.co.uk/policy-and-practice/resources/synergy-sessions-basw-england-mini-series</p> <p><u>Episode 1 - Enabling critical thinking in social work with Dr Joanna Rawles</u></p> <p>This episode focuses on critical thinking in social work and focuses on research conducted by Dr Rawles.</p>	<p>https://www.youtube.com/watch?v=vzEWZYef84I</p>	03/05/24
<p>Synergy Sessions (Reciprocal Collaboration)</p> <p>https://new.basw.co.uk/policy-and-practice/resources/synergy-sessions-basw-england-mini-series</p> <p><u>Episode 2 - Lessons learned from how we teach anti-racism on a social work course in the East of England with Dr Sue Hollinrake, Garfield Hunt & Heidi Dix</u></p> <p>This episode focuses on how anti-racism is taught on social work courses at the University of Suffolk and pioneering research conducted by Dr Sue Hollinrake, Garfield Hunt and Heidi Dix.</p>	<p>https://www.youtube.com/watch?v=ZiCRYfstF0</p>	16/05/24
<p>Synergy Sessions (Reciprocal Collaboration)</p> <p>https://new.basw.co.uk/policy-and-practice/resources/synergy-sessions-basw-england-mini-series</p> <p><u>Episode 3 - "What does Black leadership mean to you?" with Laurelle Brown & Beverley Tarka</u></p>	<p>https://www.youtube.com/watch?v=Ov8y8lcOhc</p>	30/05/24

INTERNATIONAL
MENSDAY



Wayne Reid

British Association of Social Workers Professional Officer, Digital Activist, Author and Anti-Racism Visionary has over 20 years experience of working with vulnerable children, young people and adults.

His thought provoking, inspirational and insightful work promotes socialism, community and advocacy.

EQUALITIES
ENGAGE • EDUCATE • EMPOWER



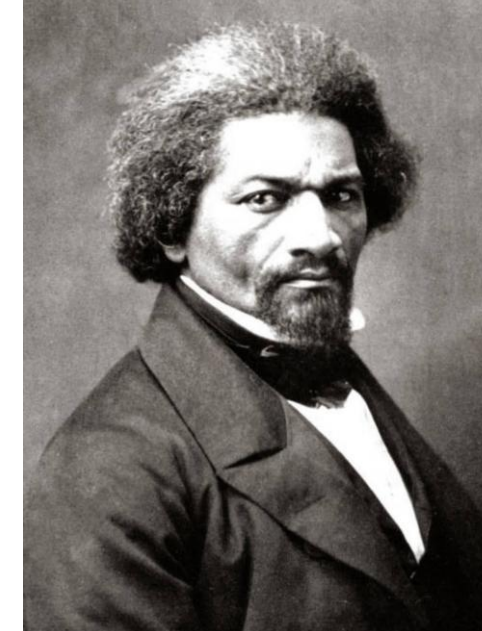
EDI Insights: Anti-racism in Social Work

Wednesday 27 October
09:30-10:45am (BST)

Wayne Reid

This event is open to RCOT members only and will be recorded and posted on our website so it can be accessed at any time.

Royal College of Occupational Therapists 

Anti-Racism in Social Work **CFAB**

Recommendations from Wayne Reid, BASW Anti-Racism Lead

protecting **CHILDREN** and uniting **FAMILIES ACROSS BORDERS**

Recruitment: Set anti-racist recruitment targets to employ more Black and ethnic minority senior leaders and educators.

Education: Anti-racism embedded in all forms of social work education, with anti-oppressive programmes becoming mandatory for social work qualifications

Operations: Ethnicity pay audits, anonymous processes to report discrimination in the workplace, support and provisions in place for people who have experienced workplace trauma related to racism, anti-racism explicitly promoted in mission statements.

Allyship and Solidarity: People experiencing racism should not also have to bear the entire burden of fighting it. White colleagues should equip themselves with the right anti-racist tools

Reverse Mentoring: enables Black and ethnic minority social workers to mentor senior leaders and educators on anti-racism.

Leadership Programmes: to address the lack of Black and ethnic minority people in senior positions, ring-fenced programmes should be set up to enhance career progression.




BSW
d
Association for
Social Workers



THE INVISIBLE LOAD OF MOTHERHOOD: MOTHERING BLACK CHILDREN

@_HAPPYASAMOTHER X @MOMFULLY.YOU

 PROTECTING THEIR CHILDHOOD INNOCENCE	 CONVINCING THE WORLD OF THEIR WORTH	 TEACHING THEM HOW TO RESPOND TO RACISM	 CHOOSING DAYCARES AND SCHOOLS THAT HAVE REPRESENTATION
 FEARING FOR THEIR SAFETY BECAUSE OF THEIR SKIN	 EDUCATING THEM ON THEIR HISTORY	 WORRYING ABOUT UNEQUAL OPPORTUNITIES	 WORRYING ABOUT CHILD BEING PERCEIVED AS A THREAT
 MAKING SURE THEY HAVE BLACK AND BROWN FRIENDS	 TEACHING THEM TO LOVE THEIR SKIN AND HAIR	 INSPIRING THEM TO BREAK STEREOTYPES	 FEELING PRESSURE TO HAVE WELL-BEHAVED CHILDREN

Webinars

Description	Weblinks	Date	Duration
Chaired a webinar on <i>The Mental Health Act, Race and Ethnicity: what are the key issues for AMHPs now?</i>	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=sbCTkeulhk8 	Dec 2020	2 hrs
Panel member at the 'Tackling Racism Across the Leadership Pipeline' Sheffield conference:	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=MvdHUft04ro&feature=youtu.be 	29/10/20	3 hrs 15 mins
Panel member at the Guardian's Social Lives 2020 event	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=ogTCmRfz3Kk https://www.theguardian.com/society/2020/jul/28/online-event-whats-it-like-to-be-a-social-worker-in-2020 	09/09/20	1 hr 15 mins
Social Work Action: Anti-racist Social Work pledge event	<ul style="list-style-type: none"> https://www.youtube.com/watch?v=vAMhqdkpBNQ 	09/03/21	1 hr 10 mins

