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This session will begin at: 16:00 BST

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VIRTUAL INTERNATIONAL CONFERENCE

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Leadership and Equality: Where Next?

Presented by

Dr Deirdre Hughes OBE, Dame Ruth Silver DBE, Dr Eburn Joseph, Amarjit Basi and Professor Jenny Bimrose

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STORYTELLING AND ACTIVE UNLEARNING

Pathway to a level playing field

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'Race is no longer an issue'.

- How would you respond to this statement?
- How does the views of migrants differ from the dominant groups on the significance of race in labour market mobility?
- Is there a difference among migrant groups on how they understand and talk about race in the labour market?
- Does this differ by race, skin colour and or nationality of descent?

Three statements from the dominant discourse

- Meritocracy – *'If you work hard enough you will get a job'*;
- Relationship between the natives and newcomers – *'Immigrants are taking our jobs'*;
- Colourblindness – *'Race is no longer an issue'*.

How do we confront race in the labour market?

Black Workers	White workers
<p>Demonstrated a race consciousness and stated from the onset that race is an issue that impacts their labour market experiences, progression and outcomes.</p>	<p>At first stated that race had no impact on their labour market outcomes, rather that it was the spoken English language, relevant work experience and skills that impacted on their outcome</p>
<p>Believe practices are un-meritocratic and discriminatory while mentioning race, racism, racial discrimination or racial inequality.</p>	<p>Believe their practices are meritocratic and race-neutral using select specific facts to explain the differential labour market outcomes without mentioning race, racism, racial discrimination or racial inequality.</p>
	<p>They later acknowledged that though race was not an issue for them in their labour market mobility, they cannot say that race is not an issue anymore.</p>
	<p>They silence the experiences of the other. Their shared stories create a bond and cohesion between them. lack of racial stamina, Uncomfortableness, white fragility, Denial</p>
<p>Migrant identity is often imposed on them</p>	<p>White migrants in Ireland also align to their White group identity over their migrant group identity.</p>

3 story-lines ingroups employ to defend hierarchal social arrangements

- 1). Distancing from the marginalised group. Used to distance ourselves by categorising people. E.g as immigrants, asylum seekers, Travellers, thus outsiders.
 - This provides them justification for the under-representation of outgroup members in the group
 - It obscures the absence of certain minorities groups.
 - It makes the low percent of migrant workforce in groups to seem diverse.
 - Race is subsumed under the diversity umbrella,
 - This allows us remain unaccountable for the lack of, or limited racial diversity in the workplace.
- 2). To share stories of a migrant deficit
 - These stories are often contradictory, e.g, ‘...we cannot force them to apply’, vs. ‘...they do not apply’, ‘...they do not have enough experience’ vs. ‘...their experience is from outside Europe’
- 3). Ingroups tend to share stories that present their practices as meritocratic. E.g ‘...We give everyone the opportunity to apply’, ‘...we set the same criteria”, ‘...we cannot reduce the criteria for one group over the other’, ‘...we are trying to avoid the reverse disadvantaging of Whites’.

A combination of these three storylines told by ingroups helps them remain complacent about race despite immense inequality in society.

#1 Everyday Storytelling teaches & normalises White superiority ideology

- Whites typically tell Stock Stories which mainly centre White peoples' interest
- Blacks, their allies and the race conscious tell Counterstories that are stories that seek to destabilise racial stratification and inequalities.
- These two kinds of stories do not have the same perspective, frames or purpose
- Storytelling emboldens group members and those from the dominant group.
- It can shatter the complacency and ambivalence
- The continued denial by Whites of the relevance of race and how they benefit from whiteness is harmful
- Accepting the benefits of whiteness without acknowledging its advantaging properties for possessors of whiteness and the disadvantaging of non-possessors of whiteness, you become defenders of whiteness, thus defenders of white supremacy.

When White people say that race is not an issue, they mean that their race is not an issue because race does not disadvantage them in the labour market. Rather, they are beneficiaries of its largess maintained by automatically ascribed attributes like trust, likeness, positive regard and respect.

What can WE ALL do

- Narratives are powerful. Unlearn and relearn
- Teach and practice acceptance
- You/we/I are inclusivity not the school/practice
- Monitor your own responses to difference
- Mind the dominant stories you tell
- Learn about others – that's your responsibility
- Become an ally
- Attend a proper 😊 implicit bias training, whiteness or Black studies course
- Monitor career progression of staff, students, clients & compare by nationality of descent

**CRITICAL RACE
THEORY AND
INEQUALITY IN THE
LABOUR MARKET**

RACIAL STRATIFICATION IN IRELAND

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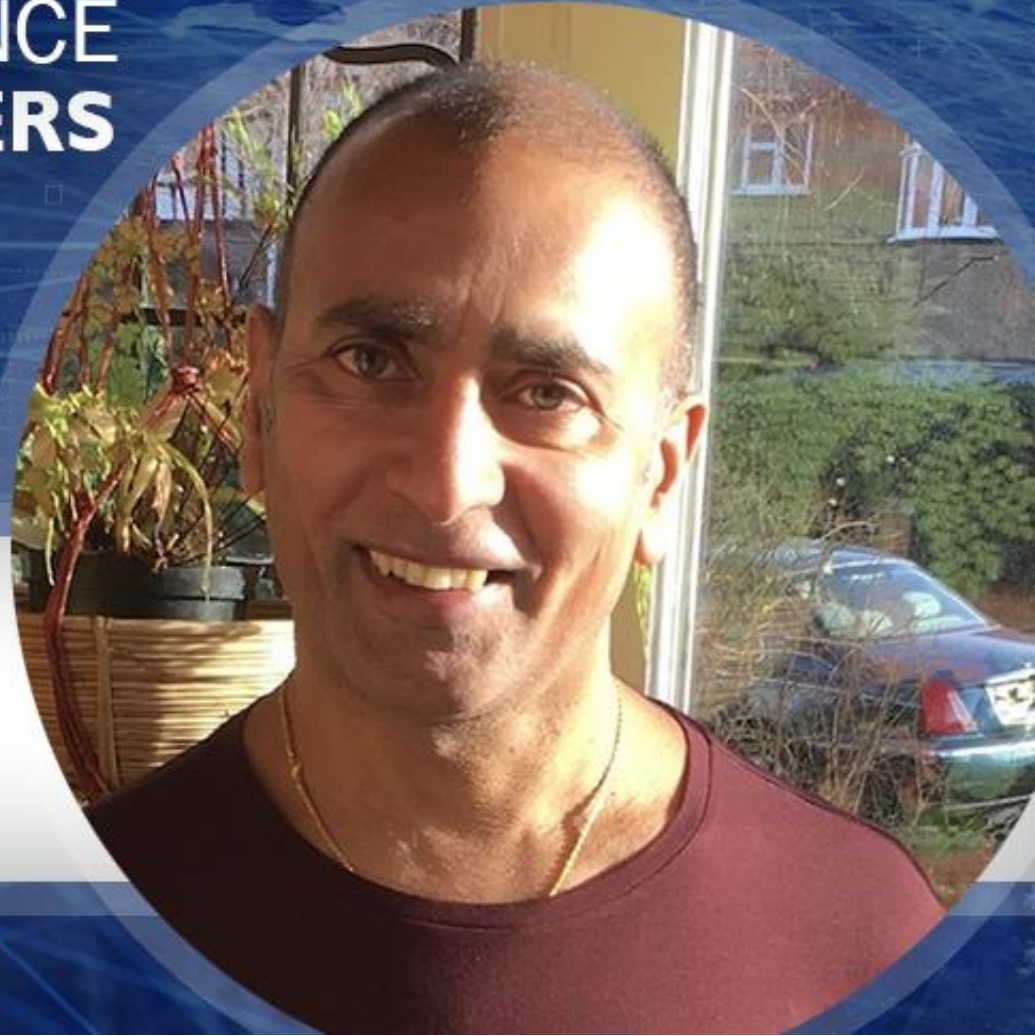
VIRTUAL INTERNATIONAL CONFERENCE EVOLVING EDUCATION & CAREERS

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www.dmhassociates.org/conference

Amarjit Basi

Co-Founder, Black FE Leadership Group
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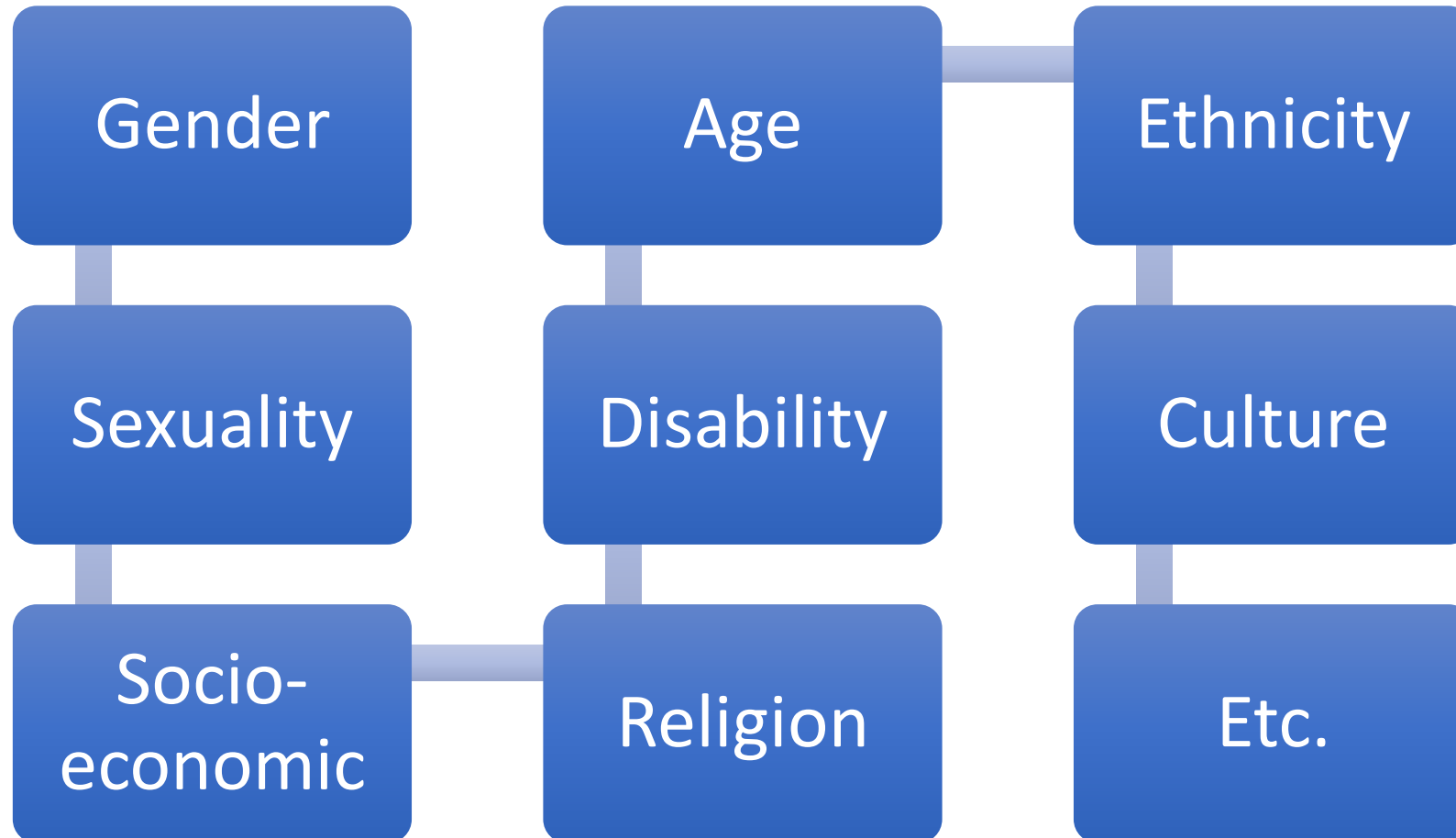


Equality, gender & social justice

- The depth & breadth of gender inequality worldwide is persistent & pernicious (Bimrose, 2019, p.385).
- Social justice, an ideal, normally associated with ‘minority’ groups whose position in society is unequal to the ‘majority’.
- However, women comprise c49.6% of the world’s population (UN, 2020).
- Covid-19: ‘could reverse the limited progress that has been made on gender equality & women’s rights’ (UN Secretary General, 2020).
Women ‘bearing the brunt of the social & economic consequences.’

Ref: Bimrose, J. (2019). Guidance for girls and women. In J.A. Athanasou & H.N. Perera (eds). International Handbook of Career Guidance. 2nd Edition. Springer Nation Switzerland AG: Switzerland. pp. 385-413.

Equality: Intersectionality



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Bimrose, J., McMahon, M. & Watson, M. (Eds.) (2015). *Women's career development throughout the lifespan: an international exploration*. London: Routledge, 270 pp.

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Career support for women: international research

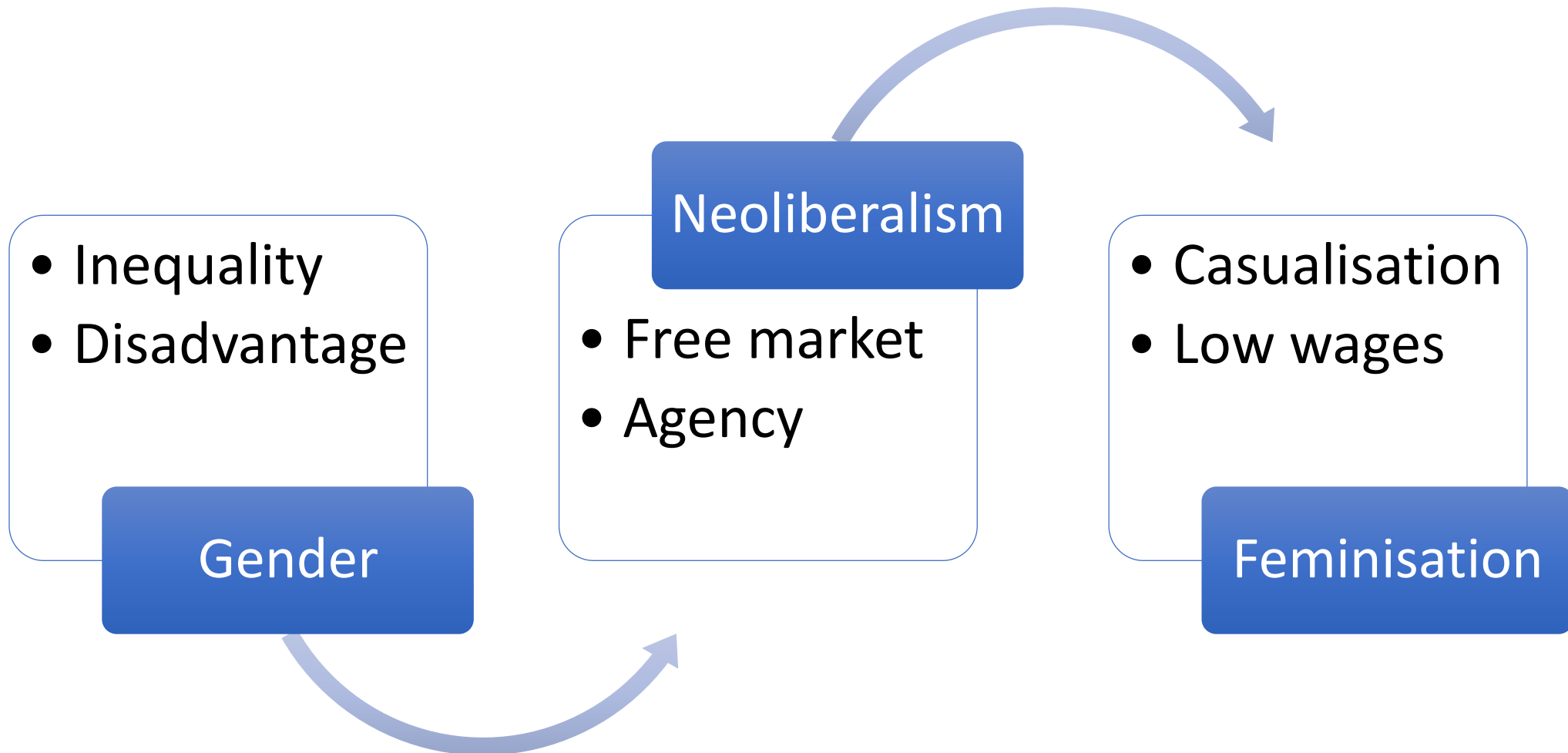
Barriers to women's career progression:

- Social influences
- Occupational segregation
- Work environments
- Subjugation of their own careers (trailing wives)
- Contextualised career decision making
- Fight for recognition; challenging stereotypes

“...a challenge for career practitioners is how to raise the profile of career practice so that it is not only visible, credible and sought after, but also ethical and culturally and contextually resonant.”

(McMahon, Watson & Bimrose, 2015, p. 259)

Gender equality: neoliberalism



Gender equality: role for career guidance?

Women may be best served by career support that is informed by constructivism and social constructionism:

- gives women a voice;
- enables them to tell stories that reveal the “contextual and cultural embeddedness of their careers” (Bimrose, McMahan, & Watson, 2017, p. 179);
- emphasis on personal agency may feed into the neo-liberal preference for self-help models that necessarily constrain practitioners in terms of the nature of service they can offer (Bimrose, McMahan & Watson, 2019).

Bimrose, J., McMahan, M., & Watson, M. (2019). Women and social justice. Does career guidance have a role? In Hooley, T., Sultana, R.G., & Thomsen, R. (eds). *Career guidance for emancipation. Reclaiming justice for the multitude*. New York & Abingdon, Oxon: Routledge. pp. 17-32.

Bimrose, J., McMahan, M., & Watson, M. (2017). Women and career development. In G. B. Stead & M. B. Watson (Eds.), *Career psychology in the South African context* (3rd ed.), (pp.173 - 183). Pretoria, South Africa: Van Schaik.

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Audience Q & A

Thank you for joining us for this session.

Talk about the conference #EducationandCareers #CareerChat

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