

Leadership and challenging racism



VOICES

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Madeleine Taylor is an experienced facilitator, coach and conflict resolution specialist who has spent more than 30 years helping people and organisations build stronger communication, leadership and workplace relationships. As founder of People Skills Consulting, she works across government, education and community sectors, with a passion for emotional intelligence, restorative practice and supporting people through change.

As a successful leader you are probably benefiting from how dominant white systems work, if you are white then more so and without even trying.

Whiteness impacts all of us and developing ways to bring awareness to your practices and your community is a good thing. More specifically:

How do you show up?

- E.g. I have written this piece in English with no kupu – this simple act has upheld this racist system.

How do you relate?

- E.g. I didn't introduce myself, 150-200 words isn't enough to "waste time" doing that! This decision upholds individualism and superiority, cornerstones of the dominant system.

Reflect, take a moment – what did this evoke in you?

Becoming aware of whiteness and the way each of us behaves to uphold the system is vital to making a shift. Bringing all the ways we do this to the community's practice is a good thing.

- White fragility
- White privilege
- White tears
- Heroism
- White silence
- Stereotyping
- Appropriation
- Guilt

Doing this work will support your Professional Relationship practice required for the “Our Code, Our Standards.”

Can you open spaces for these conversations in your day to day, how do you build whanaungatanga across communities?

- How do I recognise and reflect on my own biases, and how might they influence my leadership and interactions with teachers, learners, and families from diverse backgrounds?
- What strategies can I implement to build trust and foster open communication with teachers, families and whānau, particularly those from marginalised communities?
- In what ways do I collaborate with my leadership team and colleagues to cultivate an inclusive environment that actively addresses racism and supports the success of all learners?