

# Supporting Black and Brown Female Social Care Students

A Student/Lecturer Partnership SETU Kilkenny Rd. Campus



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**INSPIRING FUTURES**

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TORR**



# EDI at SETU

- Strategic Plan 'Connecting for Impact'
  - Our values 'we embrace equality, diversity and inclusivity'
- Dr Allison Kenneally VP for EDI
  - GEEF funding - EDIT
- Athena Swan Gender Charter legacy award
  - IT Carlow Institutional award 2017
- University of Sanctuary
  - Eight scholarships offered from February 2024
- Initiatives/Policies/Awards
  - Gender Identity and Expression Policy (Dr Cara Daly shortlisted for Employee of the Year at National Diversity and Inclusion Awards)

**DR ALLISON KENNEALLY**  
Vice President for Equality Diversity & Inclusion  
South East Technological University, Waterford

*"We are working collaboratively with partners in other jurisdictions to review gender equality and teaching methods. We are developing a charter for the sector in order to allow our higher education institutions to demonstrate their commitment by embedding gender equality through their teaching."*

DR. ALLISON KENNEALLY  
Vice President for Equality Diversity & Inclusion  
South East Technological University  
Technological Higher Education Association

JOINT COMMITTEE  
Recommendations of the Citizens Assembly on Gender Equality  
regarding Names & Stereotypes and Education (recommendations 26-31)

www.thea.ie @THEA\_IH @Technological Higher Education Association

# EDI in the Department of Humanities, Carlow Campus



- Athena Swan Departmental Bronze Award – Gender Charter
  - August 2022 GEAP
- EDI at the Heart of Humanities
  - Funded by N-Tutorr
- Profile of students
  - Equal Access Survey HEA
- Next Steps
  - Advance HE Athena Swan Race Charter
- Final thought – Dr Lindsay Malone: Mind the Ladder

# Background

- Black and Brown females, particularly as mature students enter care roles, this includes social care within the TU sector.
- Placement is mandatory in years 2 and 3 of the social care programme in SETU, Kilkenny Rd. Carlow.
- Race is a prominent aspect of life in Ireland and the lived, educational, and work environment of black and brown women is an area of specific nuance and need for understanding and support.
- The intersection of race, gender and age need to be specifically addressed in a sector that relies on women and increasingly women of African/Asian and South American descent to support the care sector in Ireland.
- Racism needs to be addressed within the context of social care education and professional practice placement.

# 7 A's of Authentic Allyship



Designed by @anu\_obaro

# N-Tutorr

## Supporting Black and Brown Social Care Students on Professional Social Care Practice

- Rationale
- To directly support and improve the experience of black and brown female student who are registered on the Level 7 and level 8 programmes in professional social care practice on the SETU Kilkenny Rd Campus .
- To support the student experience on mandatory work placement and the modules that support this placement.
- To acknowledge and recognise how the intersection of race and gender can impact on the educational and placement experience.
- To identify opportunities to build a more inclusive curriculum and a more targeted support structure within our degree programme and preparation for professional practice, and placement experience.
- To engage with and support our community partners (the practice placement tutors) in promoting a diverse and inclusive learning environment.



- An application for funding was made to the N- Tutorr National Project for a student led partnership initiative.
- A call went out to all black and brown Social Care students and a number registered their interest in developing and working on a project and the relevant funding was secured.



The key objectives from this project include:

- Creating a "Brave Space for Black and Brown female to discuss issues of race and care roles.
- Providing an opportunity for Black and Brown women to identify their needs on professional placement practice.



An Invitation to Brave Space  
By Micky ScottBey Jones

Together we will create brave space  
Because there is no such thing as a "safe space"  
We exist in the real world  
We all carry scars and have all caused wounds  
In this space  
We seek to turn down the volume of the outside world,  
We amplify the voices that fight to be heard elsewhere,  
We call for each other to more truth and love  
We have the right to start somewhere  
and continue to grow.  
We have the responsibility to examine  
what we think we know.  
We will not be perfect.  
This space will not be perfect.  
It will not always be what we wish it to be  
But  
It will be our brave space together  
And  
We will work on it side by side

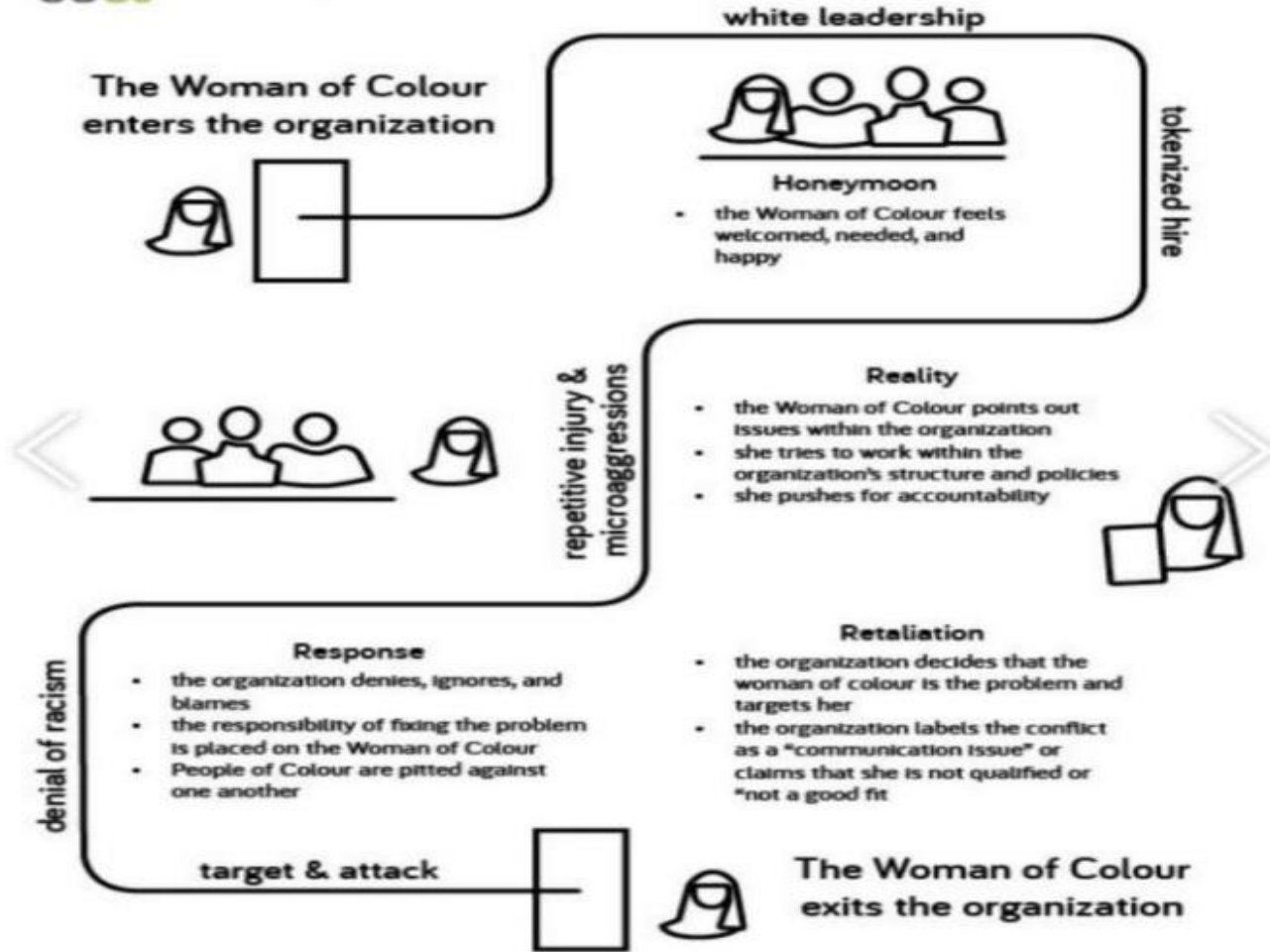
# Building a Brave Space to Stimulate Change

## Six Pillars of a Brave Space

- 1) Vulnerability
- 2) Perspective
- 3) Lean into Fear
- 4) Critical Thinking
- 5) Examine Intentions
- 6) Mindfulness



# The "Problem" Woman of Colour in the Workplace



Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence  
[www.coco-net.org](http://www.coco-net.org)





## Actions/Outcomes to date:

- 1) Four bespoke workshops delivered
- 2) Two further workshops in development – these will be delivered in May/June 2024 to Social Care Academic Team and to our Community Partners/ Practice Placement tutors.



# Conclusion

- This project has benefited all students both in the classroom and on placement .
- At organisation level as it fosters an inclusive work and study environment where previously thought of as taboo or subjects to be avoided can be discussed with empathy, respect and openness while also facilitating a conversation with SETU around race and gender discrimination.
- This project and its outcomes have encouraged open communication around race, gender, discrimination which are often considered as uncomfortable to discuss and are often openly avoided.
- It promotes an EDI culture where everyone within the SETU community regardless of their gender, race or ethnicity can thrive, have a sense of belonging, feel understood, listen to and supported through the inclusive practices of the organisation.

Thank You

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