

## **Understanding and Dealing with Everyday Racism: The Six Stages Framework**

By Dr Shungu Hilda M'gadzah

RRP £19.99 | Paperback | 175 pp | Large format | Full-colour

ISBN 978-1-909675-3-15

Published 25 March 2022

Distributed by Swan & Horn

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Dr M'gadzah draws on evidence from psychology, social sciences, current affairs and lived experiences across cultures and the globe to tackle discrimination head on, highlighting the many issues of prejudice and bias and the reasons for them, and she offers hope and inspiration for tackling them. She acknowledges that racial equity is about humanity and how we see and interact with each other at a human level, with empathy and compassion, without interference from politics, entitlement or 'caves of privilege'. The Framework supports individuals and organisations in the fight against racism, to promote a more equitable society, by increasing awareness of 'self' and others and challenging beliefs, values, behaviours and emotions.

### **KEY SELLING POINTS**

- **Author is an opinion leader, highly regarded in the field, and is strongly engaged across all social media platforms.**
- **Author runs business based around the Framework and delivers training to organisations and boardrooms, for which this book serves as a course text.**
- **Author is available for all promotional and media events, professional meetings and lectures.**

### **ABOUT THE AUTHOR**

Diversity, Equity & Inclusion consultant Dr M'gadzah formulated the Six Stages Framework and associated training to foster inclusivity and performance. She has a PhD in emotional intelligence and senior-leadership/board-level experience in both voluntary and public sectors. As a former Chair of the UK Association of Black Psychologists, she was also the first black chairperson of the British Psychological Society's Division of Educational and Child Psychologists (DECP) committee, and served on the British Psychological Society (BPS) Press Committee and the International School Psychology Association Leadership Committee. She trained educational psychologists for over 7 years.

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### **The Six Stages Framework**



### **READERSHIP INCLUDES ...**

Anyone interested in antiracism or personal growth & development as well as psychologists, DEI consultants, teachers (schools, universities & adult education), business professionals, boardroom members & HR managers, healthcare & emergency service providers, therapists, social workers, legal professionals & the police, and sports coaches.

### **THE BOOK ENABLES PEOPLE TO ...**

- ◆ Share their beliefs in safe, no-blame environments
- ◆ Increase their insight and reflection, without being defensive
- ◆ Challenge prejudices, misconceptions & stereotypes
- ◆ Understand the role of survival instincts & social constructs in racism
- ◆ Shift their behaviour & thinking in interactions with others
- ◆ Identify & emerge from any 'caves of privilege'

### **PRAISE FOR THE BOOK ...**

*"Dr M'gadzah tackles head-on the issues of modern-day racism. The book is set within today's difficult, turbulent and often unsettling world. It inspires interest by referring to current concerns, such as the tragic death of George Floyd, the Black Lives Matter movement, and Harry and Meghan's interview with Oprah Winfrey. Using popular cultural references, such as the book *The Color Purple*, she engages readers wholeheartedly and promotes optimism and empathy at a time of great need."*—Sarah Lacey, BA (Hons) PGCE MA, schoolteacher

*"This is an excellent read and covers the key areas of diversity, equity and inclusion in a thorough and systematic manner. The contents encourage organisations to be reflective through self-assessment. When taken seriously, action plans will be converted to actions, and positive differences will be seen and celebrated from the individual level to the institutional level—no one will be left out."*—Colin Gordon, ex-Principal Educational Psychologist