

Equity Bites

Monthly highlights of news, ideas, and research for educators and practitioners working towards transformative communities

Editor: Loraine P. Snead

In this Issue:

1. [Kenya's Reaction to King Charles III's Visit](#)
 2. 'Bad Apple' Understanding of Racism is Harmful
 3. [3 Simple Steps to Conquer Imposter Syndrome](#)
-

1. Kenya's Reaction to King Charles III's Visit



Image from pixabay.com

King Charles III and Queen Camilla were met with some disdain as they began a tour of Kenya, an East African nation, on October 31st. Kenya is one of the 56 Commonwealth nations across five continents that belong to the United Kingdom. Abdi Latif Dahir, a NYTimes correspondent who lives in Nairobi, Kenya, reported that the people in Kenya have mixed emotions regarding the visit, depending on the generation. Older Kenyans

who lived during the British colonial rule (1895 – 1963) want the king to apologize and redress the “British atrocities committed in Kenya and beyond.” Eighty-six-year-old Joseph Macharia Mwangi, one of the last surviving veterans of the Mau Mau rebellion, wants an apology and reparations in the form of money. Mwangi stated that he was shot twice by British troops, captured, tortured, and forced into hard labor for two years. Many Kenyans born after 1963 are either uninterested, indifferent, or welcoming, but those who learned about British rule would like to cut all ties with the monarchy.

According to Dahir's article, during this period, millions of Kenyans were forcibly removed from their fertile lands, put into detention camps, and suffered horrible atrocities at the hands of British rule. After a lawsuit was filed more than a decade ago, Britain paid about 20 million pounds (\$24.3 million) to more than 5,000 Kenyans who suffered during the Mau Mau rebellion. However, some were not compensated and are still suffering emotional scars

Equity Bites

Monthly highlights of news, ideas, and research for educators and practitioners working towards transformative communities

Editor: Loraine P. Snead

from the historical legacy of British rule. Read more [“King Charles, Visiting Kenya, Faces Calls to Answer for Colonial Abuses”](#) by Abdi Latif Dahir in the *NY Times*, October 2023.

2. ‘Bad Apple’ Understanding of Racism is Harmful

This article by Claire Sutherland, published in the *Race Ethnicity and Education Journal*, unpacks the United Kingdom’s publication titled *Inclusive Britain: The Government’s Response to the Commission on Race and Ethnic Disparities*. Sutherland brings up two critical issues with the content; one, the report does not accept the existence of structural racism but instead embraces the notion that racism is due to bad

people (the ‘bad apples’) as being “illiberal, pathological, and individual.” This point of view means that the document’s seventy-four action steps to solving racism center on changing the attitudes of people who are prejudiced and ignoring the historical context and existing power that allow institutions to create a pathway to current racist practices today. Furthermore, Sutherland states that “European nation-states, in particular, have seldom recognized their very formation through imperial systems built on racism, let alone their contemporary social, political or economic legacies.” The second issue is

critiquing *Inclusive Britain’s* recommendations on making the history curriculum in schools more inclusive, proposals brought on by the Rhodes Must Fall student movement in 2016. There are other critiques of *Inclusive Britain’s* framing of the definition of inclusivity in their goal of fostering belonging. The author of this article states that individual prejudices cannot explain the existence of modern-day disparities. A rethink of *Inclusive Britain’s* not recognizing systemic racism leads to an acceptance of history that is uninformed and unexamined.



Image from pixabay.com

Read more [“What’s in a word? Modeling British history for a ‘multi-racial’ society”](#) by Claire Sutherland in *Race Ethnicity and Education*, 2023.

Equity Bites

Monthly highlights of news, ideas, and research for educators and practitioners working towards transformative communities

Editor: Loraine P. Snead

3. Simple Steps to Conquer Imposter Syndrome



Image retrieved from Google.com Freepix

The term “*imposter syndrome*” has been attributed to two psychologists in the 1970s, Dr. Pauline Rose Clance and Dr. Suzanne Imes, to describe feeling like an academic or professional fraud. The term was used to describe women who, instead of acknowledging their accomplishments in the workplace that they deserve and earned, do not feel worthy of the praise and perceive the achievements as an overestimation of their

gifts and talents. In 1995, Dr. Claude M. Steele and Dr. Joshua Aronson coined a term called “*stereotype threat*” to describe feeling at risk of confirming a negative stereotype about one’s social and racial group. However, both imposter syndrome and stereotype threat underscore the anxiety and stress that marginalized groups, such as women and BIPOC, experience, which impedes how they contribute and navigate spaces. This article focuses on imposter syndrome, but the three steps highlighted here are helpful for both phenomena.

- *Build self-confidence* – Pugh points out that nobody is born with confidence; it’s an emotion guided by thoughts, and we can “train” our brains to alter beliefs about ourselves in careers, relationships, and our lives. We have to practice pushing away the negative thoughts and replacing them with thoughts of confidence and worthiness.
- *Recognize that failing is a crucial part of success* – the article points out that we’ve all been taught in some way to avoid failure, but Pugh asserts that we must fail to improve. Rather than fearing failure, embrace it as an opportunity to gain experience.
- *Stop agonizing over what others may think* – this is part of pushing those worrying thoughts away and replacing them with choosing to be your authentic, talented self!

Try looking into mindfulness, meditation resources, and YouTube videos on building self-confidence.

Read more “[3 Ways to Conquer Imposter Syndrome](#)” by Lori Pugh in *Black EOE Journal*, 2023