



## A Conceptual Framework: The Six Stages of Understanding and Challenging Racism

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### Abstract:

In supporting individuals and organisations to understand and challenge racism it is important to explore and to be able to identify some of the beliefs, values and behaviours individuals and organisations engage in as they struggle to reformulate their views and challenge their own prejudices.

### Biography:

Shungu has more than 30 years of experience since qualifying as a psychologist in 1990. She is a Diversity and Inclusion Expert and has a Doctorate in Emotional Intelligence. She worked for 7 years in higher education teaching Post-graduate MSc Educational Psychology Students. She has over 30 years of experience working with young people and adults with learning disability, communication disorders and mental health problems. Shungu has University degrees from Tavistock Clinic, Goldsmiths, London, University of East London, Westminster University. She has worked as a psychologist within health, education and independent special schools. Shungu has been appointed to a number of consultant posts, including Head of Special Educational Needs and Disability.



### Recent Publications:

1. Dr Shungu completed her professional doctorate at the University of East London in
2. 2011 on emotional intelligence 'Exploring the experiences of recently qualified
3. educational psychologists in the area of emotional intelligence and applications in
4. Shungu has recently published her thesis as evidence in the Government's Green Paper
5. Mental health- the role of education Health: Number 51 Dr Shungu Hilda M'gadzah.

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