



The University of the West Indies, St. Augustine Campus
Faculty of Humanities and Education, School of Education

PUBLIC LECTURE SERIES

Proceedings of the Inaugural Public Lecture 2023

*Social Justice Leadership:
Evidence from Practice*
by Professor Paul Miller

April 13, 2023 | Virtual

SOCIAL JUSTICE LEADERSHIP: Evidence from Practice



THE UNIVERSITY OF THE WEST INDIES

ST. AUGUSTINE, TRINIDAD AND TOBAGO, WEST INDIES
FACULTY OF HUMANITIES AND EDUCATION
SCHOOL OF EDUCATION

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March 8, 2023

You are cordially invited to the Virtual Inaugural Outreach Lecture hosted by the School of Education of the Faculty of Humanities and Education at The University of the West Indies, St. Augustine.

The main aim of the outreach lectures is to engage with the public on trending and topical issues in education affecting contemporary society. Our major objectives are to contribute to solutions, raise awareness and improve understanding. In this regard, the focus of our first lecture is Social Justice.

The lecture is entitled: 'Social Justice Leadership - Evidence from Practice'. Our esteemed presenter is Professor Paul Miller, Professor of Educational Leadership & Social Justice, and Director, Institute for Educational & Social Equity.

It takes place on Thursday, 13th April, 2023 at 1:00pm via Zoom.

Please see the attached flyer for your information and guidance.

We look forward to your attendance.

Sincerely,

Rawatee Maharaj-Sharma (Dr.)
Director

Attach.

Professor Paul Miller Biography

Paul Miller, PhD, is Professor of Educational Leadership & Social Justice and Director of the Institute for Educational & Social Equity (IESE). He is a former president of the Commonwealth Council for Educational Administration & Management (CCEAM) - a position he held for four years. AS CCEAM president, he authored the Commonwealth School Leaders Competency Framework and co-edited the Commonwealth Educational Leadership Handbook. He has also served on the Caribbean Community (CARICOM), working on Educational Leadership & Teaching Innovation between 2017 and 2022, where he led the sub-committee that developed the CARICOM Teaching Standards. A Jamaican by birth, socialisation and education, he is the first Black Professor of Educational Leadership in the UK. He is editor of the journal Power and Education and founding editor of Equity in Education & Society.



INAUGURAL
PUBLIC LECTURE

**SOCIAL JUSTICE
LEADERSHIP:**
Evidence from Practice



Professor Paul Miller
PRESENTER

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Introductory Remarks

Dr Rinnelle Lee-Piggott, Lecture
School of Education, The UWI, St Augustine

Good evening, everyone. Director of the School of Education, Dr Rawatee Maharaj-Sharma; Our Esteemed Featured Speaker, Professor Paul Miller; Staff at the School of Education here at The UWI St Augustine Campus; Attendees from both the education and non-education sectors both locally and internationally - Welcome! I understand that we have here this afternoon school administrators, guidance officers, counsellors, teachers, lecturers, Ministry of Education personnel, social workers, and many others. Welcome to you all. Surely social justice within education is everyone's business.

I am Dr Rinnelle Lee-Piggott, Lecturer in Educational Administration, and your Moderator this afternoon. Welcome to the School of Education's inaugural public lecture on Social Justice Leadership: Evidence from Practice, which will be presented by Professor of Educational Leadership and Social Justice, Prof Paul Miller.

The programme for this afternoon will continue as follows:

We will have welcoming remarks and the introduction of the featured speaker by the Director of the School of Education, Dr Maharaj-Sharma, which will take us to the main

reason we're here, the lecture by Prof Paul Miller. Then we will move into the Question & Answer segment followed by closing remarks and the vote of thanks.

Before I invite our Director to bring her remarks, I will provide a few brief housekeeping guidelines:

- We ask you to please keep your microphones muted.
- Because the session is intended to be an hour, we ask you to place your questions and comments in the chat, from where we will retrieve them for Prof Miller's attention during the Q&A segment.
- The session will not be recorded, and attendees are asked to please refrain from recording the session in anyway.
- We do have a rapporteur, Ms Kheisha Nicholls, and so following the event, a post on the session will be publicised.

I now invite the Director of the School of Education, Dr Rawatee Maharaj-Sharma to bring her remarks and to introduce our speaker.

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Greetings and Introduction of Presenter

Dr Rawatee Maharaj-Sharma
Director, School of Education, The UWI, St Augustine

A pleasant good afternoon to all who have joined us virtually to participate in this inaugural public lecture. I bring greetings to you all, from myself and on behalf of the Dean, of the Faculty of Humanities and Education (FHE) Professor Elizabeth Walcott - Hackshaw. I warmly welcome you all to the inaugural public lecture hosted by the School of Education of the Faculty of Humanities and Education at The University of the West Indies, St Augustine.

The main aim of our outreach lectures is to engage with the public on trending and topical issues in education affecting contemporary society. Our major objectives are to contribute to solutions, raise awareness and improve our understanding about these issues.

We have embarked on this initiative to foster collaboration with stakeholders at every level within the education sector. We want to engage thinkers, facilitate knowledge sharing and spark discussions. It is our hope that our offerings through this medium will be received, in the collegial and collaborative spirit, in which it is intended.

The title of today's public lecture is Social Justice Leadership: Evidence from Practice.

We were deliberate in our selection of this topic for our inaugural lecture having recognised the current leadership crisis that is pervading all sectors of our society and which manifests in the form of injustices in respect of rights, opportunities, access, participation, and voice. We felt that as an institution of higher learning we have an obligation to begin the open discussions on this and other topics as we seek to sensitize society and to provoke reflection.

That being said, I will now proceed to introduce our esteemed presenter.

Today our esteemed presenter is Professor Paul Miller. Professor Miller is a Professor of Educational Leadership & Social Justice and the Director of the

Institute for Educational & Social Equity in the UK. He is editor of "Power and Education" and the founding editor of "Equity in Education and Society".

Professor Miller is a member of the Council of the British Educational Leadership, Management and Administration Society and a member of the council of the British Educational Research Association. He has over 100 peer-reviewed publications. He has



also served on the Caribbean Community and Common Market (CARICOM), where he led the sub-committee that developed the CARICOM Teaching Standards. A Jamaican by birth, socialisation and education, Professor Miller is the first Black Professor of Educational Leadership in the UK.

A very special and warm welcome to you Professor Miller, joining us at 6:00 p.m. your time, all the way from the United Kingdom. Thanks for your indulgence and over to you.



Inaugural Lecture

Social Justice Leadership: Evidence from Practice lecture delivered by Paul Miller, Professor of Educational Leadership & Social

Justice and Director of the Institute for Educational & Social Equity (IESE)

SOCIAL JUSTICE LEADERSHIP:

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Inaugural Lecture Rapporteur's Report

Ms Kheisha Nicholls
PhD Student, School of Education, The UWI, St Augustine

Abstract

The Public Lecture focused on Social Justice Leadership: evidence from practice. It provided information on how knowledgeable and active school leaders can promote Social Justice in schools. With the increased disadvantages faced by marginalized groups, school leaders play a critical role in ensuring justice and fairness for staff and students. This requires the implementation of system changes, processes and structures. Social Justice and Social Justice Leadership were defined highlighting key terms including 'tolerance,' 'activism,' 'breaking barriers,' 'fighting for rights,' and 'inclusion.' First, Social Justice was explored as a practice. Second, Social Justice Leadership was described as activism both in its intent and in approach. In both instances, a selection of literature and studies were cited to enhance participants' understanding of each concept. The presenter provided key highlights regarding Social Justice and Social Justice Leadership during the 'Question and Answer' segment of the proceedings.

The Presentation

Before beginning his presentation, Professor Miller expressed sincerest thanks to Dr

Maharaj-Sharma for her introduction and made special mention of colleagues at the University of the West Indies, Dr Rinnelle Lee-Piggott, and Dr Freddy James.

Professor Miller opened his presentation by reminding the audience that Social Justice 'is everyone's business'. He then swiftly directed participants' attention to the key points for the presentation. These included, (1) Understanding

Social Justice (2) Social Justice Leadership (3) Characteristics of Social Justice Leadership.

Professor Miller explained Social Justice as both an abstract "big" idea and concrete "little" idea Brooks (2004). He explained that Social Justice is about doing the right thing because it is the right thing to do. He argued we in Trinidad and Tobago, need to be particularly concerned about Social Justice since we belong to a multicultural, diverse society where tolerance and respect are critical to justice for all. In referencing recent literature including the work of Miller and Roofe (2013), Hill-Berry (2019) and Miller (2019), Professor Miller, emphasized that Social Justice is achieved through recognizing and respecting differences and upholding "ethical living". He



used the vivid analogy of the table setting as he explained Social Justice calls us to ponder if everyone is seated at the table. He then encouraged participants to consider their contexts, and, whether there is space at the table for the marginalized. He further spurred the audience to think about those who are at the table but silenced.

Professor Miller cited the work of several researchers while presenting on the concept Social Justice Leadership. He shared that Shields (2004) argues that Social Justice Leadership is a critically transformative process, while Bogotch (2015) sees SJL as deeply contextual. Citing work he published with colleagues in 2019, Professor Miller added that Social Justice Leadership must also involve the distribution of resources, privileges and opportunities.

Professor Miller stated that for Social Justice to be achieved the 'one size fit all mentality' must be eliminated. He further elaborated on this point through the example of a study of White School Leaders attacking racism in Schools in the UK. He explained that one white leader recognized that he had been taught that success is acquired through hard work. However, he realized for Blacks and Asians, talents, hard work, and opportunity were required. Moreover, Professor Miller highlighted one study of schools in England conducted before the 'Black Lives Matter' movement, which revealed that of the 453,000 teachers, only 18,400 were Black or

Asian. Professor Miller also shared that one Headteacher, inspired by his work, started a campaign entitled 'You see me, You hear me, I belong'. Additionally, Year 5 students wrote a song based on the motto. These strategies Miller explained increased minority students' sense of belonging at school.

Professor Miller thoroughly explored the seven characteristics (active, use of position, understanding, creating equity-based opportunities, setting out system change, processes and structures, create fairness, promote empowerment and equity for all) of Social Justice Leadership by sharing examples of strategies of 5 varying school leaders to promote Social Justice at their schools. These leaders varied in heritage, age, type of school and the gender of the student populations. Throughout each example, Professor Miller repeatedly pointed out each leader's implementation of systems change, processes and structures. He also highlighted key actions and approaches toward Social Justice including Anti-racism policy; Equity Diversity & Inclusion (EDI) Strategy; EDI Action Plan; Training of Staff and Collaboration with Parents.

Professor Miller also cited 'Social Justice Leadership: Principals' Perspective in Trinidad and Tobago', the work of Dennis Conrad, Rinnelle Lee-Piggott, and Launcelot Brown (2019). He shared the three guiding questions from their study to help the audience further understand the role of Leadership in Social

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Justice and used it as the springboard to pose a reflective question on current and next practice. He encouraged participants to think

about their individual contexts and next steps in Social Justice Leadership.

Questions, Comments and Key Issues Raised

Ms Kheisha Nicholls

Questions from participants focused on preparing School leaders. Professor Miller emphasized that School Leaders must be trained in how to promote Social Justice, and it is equally important for them to acquire the knowledge and understanding of Social Justice and Social Justice Leadership. He also used the question-and-answer segment as an opportunity to share key highlights (1) 'Social Justice is everybody's business, (2) We must use varying privileges to bring justice to others and (3) we must use proximity to power to help empower others.

Key issues raised were:

1. The need to understand Social Justice and Social Justice
2. Leadership
3. Understanding context and the benefits of Leaders adopting characteristics to promote social justice.
4. The call for School leaders to become active agents for Social
5. Justice



Vote of Thanks

Dr Rinnelle Lee-Piggott

At this point, I'd like to bring the Vote of Thanks.

1. Special thanks to Professor Paul Miller for an enlightening and engaging discourse
2. To Dr Maharaj-Sharma, Director of SoE, for approving this initiative - Thank you, Dr Maharaj-Sharma
3. To the Publishing and Outreach Lectures Committee for organising and running this event: Mrs Petronetta Pierre-Robertson (chair), Dr Shamin Renwick & myself. Special thanks to Dr Krishna Seunarinensingh, who also contributed to the committee's work.
4. To members of SoE AV/Tech team for providing technical logistics & assistance: Mr Jefferson Rock & Mr Sherbert McKie - Thank you, gentlemen!
5. To our Rapporteur: Ms Kheisha Nicholls, one of our doctoral candidates who is keenly interested in today's topic - much gratitude
6. To The UWI's Marketing and Communications department for providing promotional materials and for promoting the event via social media - a great big thanks!
7. To Staff of the SoE for their support, attendance and for promoting the event across their various networks - much appreciation!
8. To the Secretariat and Administrative Assistants who were instrumental in spreading the word of this event to our students at the SoE and to schools across the nation. Thank you, Akeeta Sumair-Worrell, Melissa Campbell, William Carter, Necole Blake, Vitra Ramcharan, Heather Holder & Maurice Iton.
9. And to all Attendees - a great big thank you for participating today. I trust that you were enlightened and that you enjoyed the session.

We hope that you will join us for future public lectures hosted by The School of Education, UWI. Bye everyone! Take care.

Publishing and Outreach Lectures

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