



# EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

---

## General Resources

# About

The [Equality Act 2010](#) legally protects individuals from discrimination within and outside of the workplace. The Equality Act outlines the following “protected characteristics”:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [Disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

This document consists of various external links, tools and general guidance relating to recruitment, widening access initiatives, intersectionality and allyship. The tools here have been collated to help the reader learn more about this area. Please refer to the [Psychological Professions Network South East \(PPN SE\) website](#) for further Equality, Diversity and Inclusion resources.



# Disclaimer

The information provided by this resource bank is for general informational purposes only. All resources presented here are provided in good faith, however, the Psychological Professions Network cannot take responsibility for the accuracy and validity of the information provided within these resources. The Psychological Professions Network cannot endorse any paid services provided by these resources.

The resources have been credited where possible.

This resource bank is also by no means exhaustive. Feel free to suggest any additional resource by contacting Psychological Professions Network South East:

**Email:** [spnt.ppnse@nhs.net](mailto:spnt.ppnse@nhs.net)

**Twitter:** [@se\\_ppn](https://twitter.com/se_ppn)



# Where do I begin?

## General resources for Aspiring Psychological Professionals



### [Start your career in the psychological professions](#)

**Psychological Professions Network:**  
Slides from PPN South West event covering a range of psychological professions for those who are aspiring



### [Exploring career options in NHS Talking Therapies](#)

**Camden Diversity & Inclusion Working Group:**  
Journey into the Psychology workforce, myth busting, how to become a PWP and more.



### [Tips for publishing](#)

**Dr Thomas Richardson:**  
Twitter thread on tips for publishing ungraduated essays, thesis, etc.



### [Roles in the Psychological Professions](#)

Information on various psychological professions including entry requirements, skills, pay and live vacancies



### [Interactive Career Map](#)

**Psychological Professions Network:**  
Information and guidance on various career within mental health

# Where do I begin?

## General Resources



### [APA Inclusive Language Guidelines](#)

Cultural sensitive terms and phrases which centre those from marginalised communities



### [Mental health in an unequal world](#)

**Jacqui Dyer:** Health Education England blogpost for World Mental Health day 2021



### [Guide to Allyship](#)

**Amélie Lamont:** Starter guide to being an more effective ally



### [A Beginner's Guide to Anti-racism](#)

**The Black Nursery Manager:** Free guide for those working with young children



### [Be an Ally](#)

**Cornell University:** Factsheet on advocating for people from underrepresented groups

# Where do I begin?

## General Resources



### [Diversity and Inclusion during PWP training](#)

**Dr Allán Laville:**  
Supporting PWP trainees with reflective piece on diversity and inclusion



### [Show up: Your guide to bystander intervention](#)

**CUPxHollaback:**  
Guide to the 5 Ds of bystander intervention



### [Ethnic Inequalities in NHS Healthcare](#)

**NHS Race & Health Observatory:** Rapid evidence review of ethnic inequalities in healthcare



### [NHS Workforce Data](#)

**Gov.uk:** Summary of NHS workforce ethnicity data



### [NHS No more tick boxes// If you face fits](#)

**NHS England:** Two reviews outlining how to implement fairer recruitment and career progression

# Where do I begin?

## General Resources



### [Equity, Diversity and Inclusion Context and Strategy for Clinical Psychology \(2022\)](#)

**Association of Clinical Psychologists (ACP UK):**  
Strategy document following feedback and consultation from various stakeholders



### [Diversity & Inclusion Calendar](#)

**Inclusive Employers:**  
An interactive calendar to track dates and events around awareness and diversity



### [Diversity Toolkit: Guide to discussing power and privilege](#)

**The MSW@USC, the [online Master of Social Work program at the University of Southern California](#):**  
Toolkit for discussing diversity with various group activities



### [Understanding key concepts of racial equity](#)

**Race Forward:**  
Explanations of different levels of racism and model for organizational change



### [Anti-racist Book Club Resources](#)

**Antiracistbookclub.co.uk:** Reading list including psychology specific recommendations

# Where do I begin?

## General Resources



### [Cultural Adaptations to Psychosocial Interventions for Refugee Families](#)

**Dr Alice Taylor:**  
Podcast episode on examples of cultural adaptations when treating refugees



### [Multilingualism, mental health and psychological therapies – the Welsh context](#)

**Dr Beverley Costa:**  
How to work with multilingual clients



### [‘Decolonising the Curriculum: Promoting Cultural Humility’: a trainee-developed tool](#)

**Lancaster University DClInPsy:** Trainee developed tool for approaching decolonisation



### [The Cognitive Bias Codex](#)

A compilation of different cognitive biases classified into groups and sub-groups



### [Inclusion Training](#)

**Inclusive Employers:**  
Guidance on reverse mentoring, inclusive recruitment, unconscious bias and more

# Where do I begin?

## General Resources



### [HCPC Equality Diversity and Inclusion](#)

**Health & Care  
Professions Council  
(HCPC):** Revision to  
standards of EDI to  
strengthen  
commitment



### [Our Stories Project](#)

**ACP-UK:** Focus groups  
used to understand  
experiences of aspiring,  
training and qualified  
Clinical Psychologists  
from underrepresented  
backgrounds

# Social Media Resources



## Twitter

@MinoritiesGroup  
@BIPPNetwork  
@NHS\_RHO  
@BPSSexualities  
@BABCP\_Equality  
@NHSC\_LGBTQ  
@NHSE\_Diversity  
@withyouinmind  
@classclin  
@CAAsianPT  
@se\_ppn  
@SocialMobilityF  
@WRES\_team



## Instagram

@clinpsych\_ind  
@dclinreveal  
@browntherapistnetwork  
@therapist.to.therapist  
@asiansinpsych  
@bepsychminded  
@blackgirlscanheal  
@creative.clinical.psychologist  
@thenextgenerasian  
@se\_ppn  
@bpsstudentmember

# 7 A's of Authentic Allyship



Designed by @anu\_obaro

The 7 A's of Authentic Allyship, written by Yvonne Coghill Director of Workforce Race Equality NHS London, outlines seven steps to taking action as an ally

# Prompts for having meaningful conversations (Sensoy & DiAngelo, 2014):

- I'm really nervous/scared/uncomfortable to say [X], but . . .
- From my experience/perspective as [identity], . . .
- I'm afraid I may offend someone, and please let me know if I do, but . . .
- It feels risky to say [X], but . . .
- I'm not sure if this will make any sense, but . . .
- I just felt something shift in the room. I'm wondering if anyone else did . . .
- It seems like some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now might be problematic?
- This is what I understand you to be saying: . . . . Is that accurate?
- I've been wondering about how we are using [term] in this discussion . . .
- I have always heard that [X]. What are your thoughts on that?
- The author is arguing that only [e.g., men can be sexist]. Can you help me understand that?
- Is [X] a good example of what the author was saying?
- How would you respond to [X] from a social justice framework?
- I am having a "yeah, but" moment. Can you help me work through it?
- Given the reality of inequitable power, would it be better if . . . ?
- How does [X] effect relationships between [Y] and [Z]?
- What is another example of [X]?
- This perspective is new to me, but I'm wondering if it is accurate to say that . . . ?

# Widening Participation Initiatives



- [NHS South East Leadership Academy](#)
  - Current initiatives offered by the South East Leadership Academy inc. Ethnic Minority Women's Leadership Development Programme



- [RISE: Leadership mentoring for diverse leaders](#)
  - Mentoring to racially minoritized NHS psychological professionals (Band 5 – Band 8a)



- [Aspiring Professionals Programme](#)
  - BPS members encouraged to consider Social Mobility Foundation's Aspiring Professionals mentoring programme



## [Health Education England Improving access psychological professions training](#)

- Outline of HEE action plan for improving access for racially underrepresented aspiring clinical psychologists, including university mentoring schemes



## [New roles in the Psychological Professions: Q&A](#)

- The Psychological Professions Network addresses common questions regarding new roles within the psychological professions

# The Social Change Ecosystem Map



The Social Change Ecosystem Map, created by Deepa Iyer, outlines ten different roles an individual can play when pursuing social change:

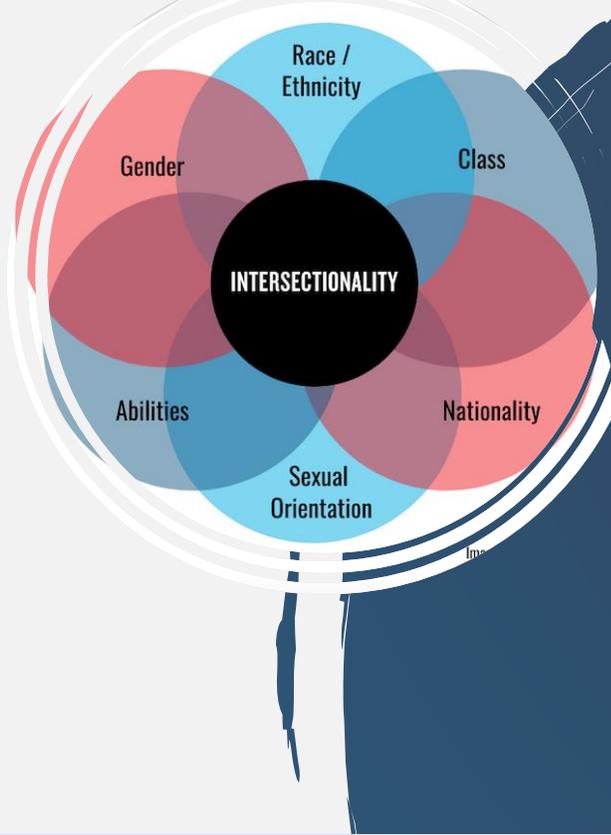
- Weavers
- Experimenters
- Frontline responders
- Visionaries
- Builders
- Caregivers
- Disrupters
- Healers
- Storytellers
- Guides



# Intersectionality

Acknowledging how parts of our identity intersect is vital to understanding complexities and nuances which may influence career development and support within psychology.

For examples, little of the LGBTQ+ literature focuses on other intersecting identities (e.g., class, disability, race). This can create an expectation for individuals to educate therapists themselves (Freeman-Coppadge & Langroudi, 2021).



*“There’s a lot of fighting around space and people want to get a voice across [...] one person might be really interested in class, or someone else might really want to talk about race or gender identity [...] some people are privileged in some ways and disadvantaged in others.” \**

## Intersectionality

[**Intəsɛkʃəˈnɪlti**] • noun

the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups

Source: <https://www.merriam-webster.com/dictionary/intersectionality>



clinpsych\_ind

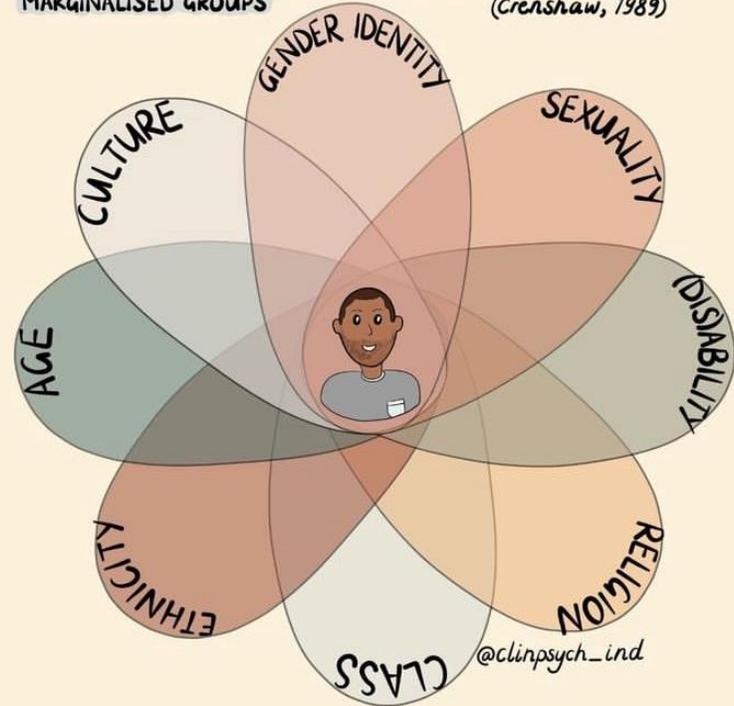
Follow



@clinpsych\_ind

# INTERSECTIONALITY

THE COMPLEX, CUMULATIVE WAY THAT MULTIPLE FORMS OF DISCRIMINATION MAY COMBINE OR OVERLAP, PARTICULARLY IN MARGINALISED GROUPS  
*(Crenshaw, 1989)*

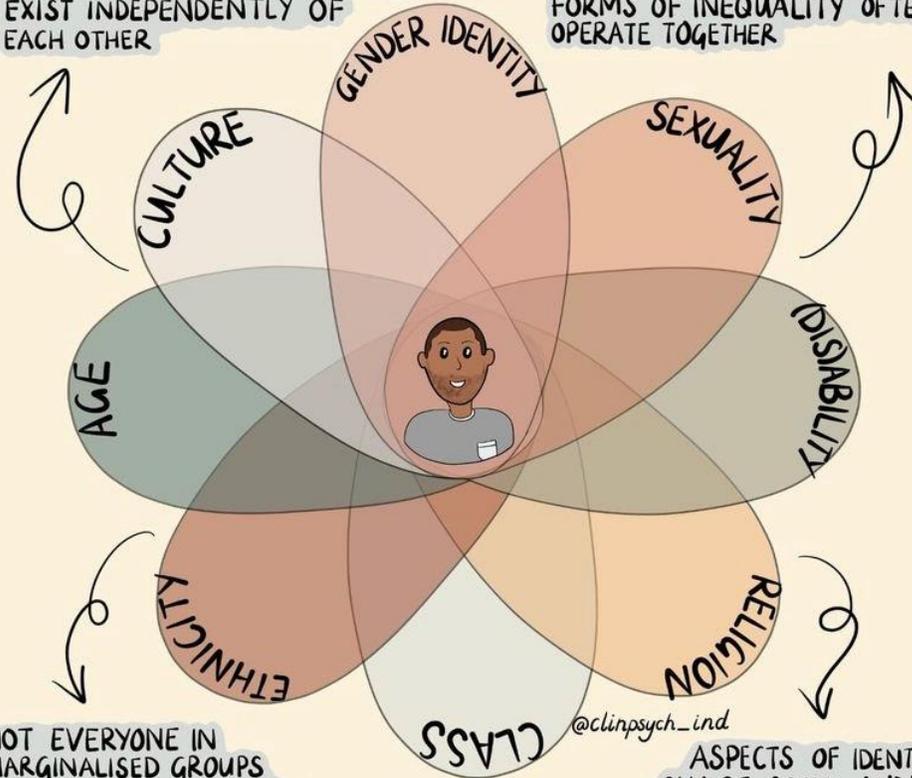


@clinpsych\_ind

# INTERSECTIONALITY *(Crenshaw, 1989)*

ASPECTS OF IDENTITY DO NOT EXIST INDEPENDENTLY OF EACH OTHER

ACKNOWLEDGES THAT VARIOUS FORMS OF INEQUALITY OFTEN OPERATE TOGETHER



NOT EVERYONE IN MARGINALISED GROUPS WILL EXPERIENCE THE SAME DISCRIMINATION

ASPECTS OF IDENTITY CAN BE SOCIAL AND/OR POLITICAL

@clinpsych\_ind

# Online Resources: Intersectionality



## [The Indispensable Work of Understanding Intersectionality](#)

**Anna Rascouët-Paz:** An article and video defining intersectionality.



## [Psychological Wellbeing of British, Gay, Pakistani, Muslim Males](#)

**Muhammed Ali:** Research findings on the intersectional experiences of British, Gay, Pakistani, Muslim, Males



## [Hidayah LGBT](#)

Charity supporting LGBTQA+ Muslim individuals. Events, mentoring scheme and resources included.



## [Hidden Intersectionality: Care Experience, Disability and Neurodiversity](#)

**Lys Eden & Jamie Crabb:** Exploring the lived experiences between the intersections of care experience, disability and neurodiversity



## [Interview preparation for minority DClinPsy applicants](#)

**BPS Minorities in Clinical Psychology:** Practice questions to complete with an aspiring minority applicant

# Online Resources: Intersectionality



## [For The Record](#)

**Sanah Ahsan:** Exploring experiences of being a Queer, Pakistani Woman in Psychology through spoken word poetry



## [RARE Recruitment](#)

Includes a research page on unconscious racial bias and social mobility in graduate recruitment



## [What is Intersectionality?](#)

**Newcastle University:** Short animated video introducing Intersectionality



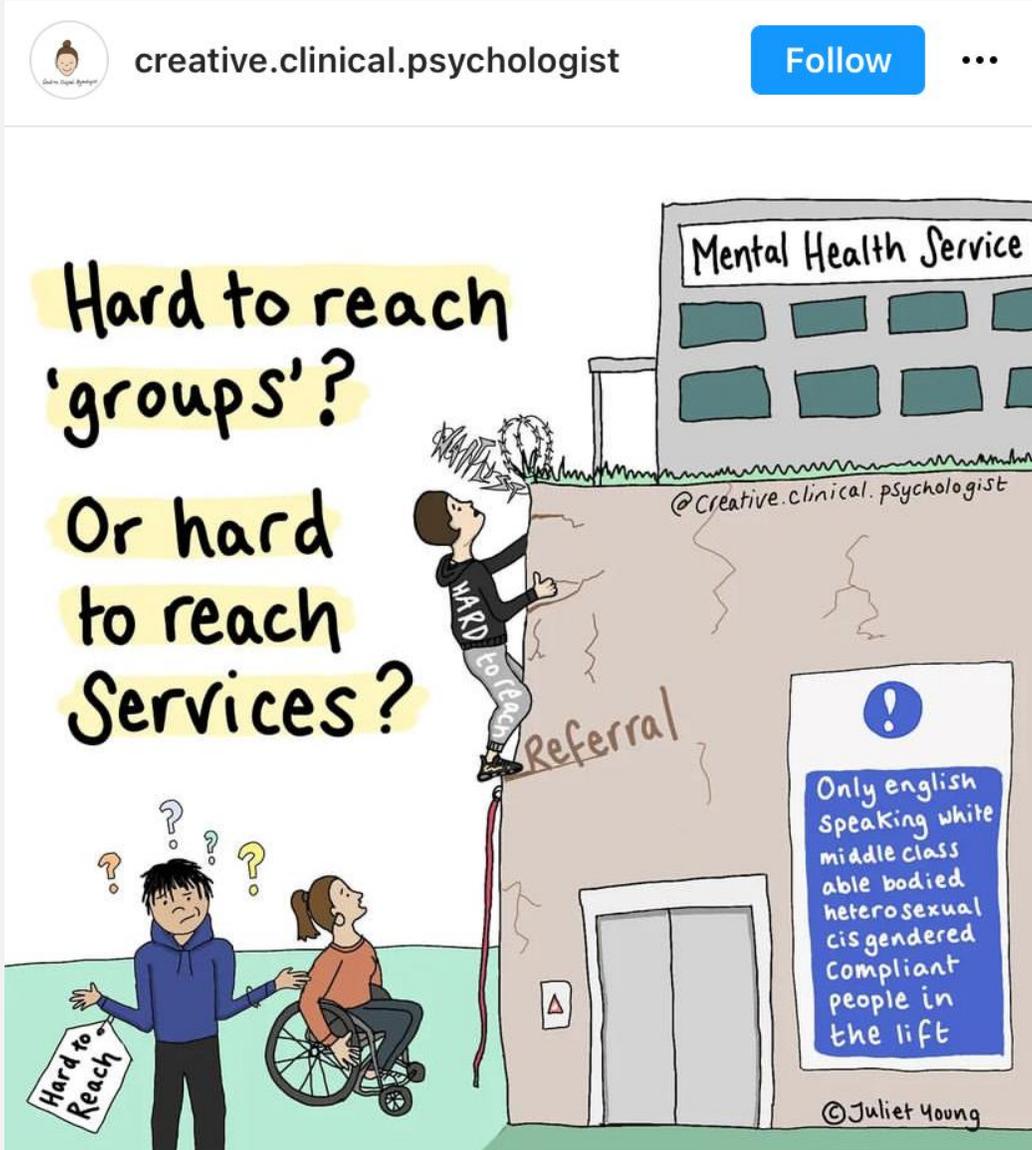
## [Salient Circles Exercise](#)

**Buchanan (2020):** Exercise on power, privilege and intersecting identities



## [“I no longer try to shape myself to fit”](#)

**The Psychologist:** Dr Margo Ononaiye speaks on race and class inequalities



<https://instagram.com/creative.clinical.psychologist>



[https://instagram.com/clinpsych\\_ind](https://instagram.com/clinpsych_ind)

# Key References

- Ali, M. (2021, October 31). *"I wish i was straight": The Psychological Wellbeing of Intersectional British, gay, Pakistani, Muslim males*. The Black African and Asian Therapy Network. <https://www.baatn.org.uk/the-psychological-wellbeing-of-intersectional-british-gay-pakistani-muslim-male/>
- Buchanan, N. C. T. (2020). Salient circles diagrams: Making intersectional identities, privilege, power, and marginalization visible. *Women & Therapy*, 43(3-4), 400–404. <https://doi.org/10.1080/02703149.2020.1729468>
- *Equality act 2010: Guidance*. GOV.UK. (2010). <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Freeman-Coppadge, D., & Langroudi, K. (2021). Beyond LGBTQ-Affirmative Therapy: Fostering Growth and Healing Through Intersectionality. *Queer Psychology*, 159-179. [https://doi.org/10.1007/978-3-030-74146-4\\_9](https://doi.org/10.1007/978-3-030-74146-4_9)
- Kline, R. (2020). The "Snowy White Peaks" of the NHS: A survey of discrimination in governance and leadership and the potential impact on patient care in London and England. (Version 1). Middlesex University. <https://doi.org/10.22023/mdx.12640421.v1>
- Patel, N. and Keval, H. 2018. Fifty ways to leave ..... your racism. *Journal of Critical Psychology Counselling and Psychotherapy*, 18 (2), pp. 61-79.
- Sensoy, Ö., & DiAngelo, R. (2014). Respect Differences? Challenging the Common Guidelines in Social Justice Education. *Democracy and Education*, 22 (2).

Dr Margo Ononaiye  
Tessa T. Thomas

## Acknowledgments:

Aniqa Hussain  
PPN South East Team

All members of the PPN SE EDI Steering Group including Experts by Experience

