PPN
SOUTH EAST
Psychological Professions Network

EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

Protected Characteristic: Race & Ethnicity

Updated: 13.03.2023

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 guidance relating to the protected characteristic: **RACE & ETHNICITY.** 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.

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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
Twitter: @se_ppn

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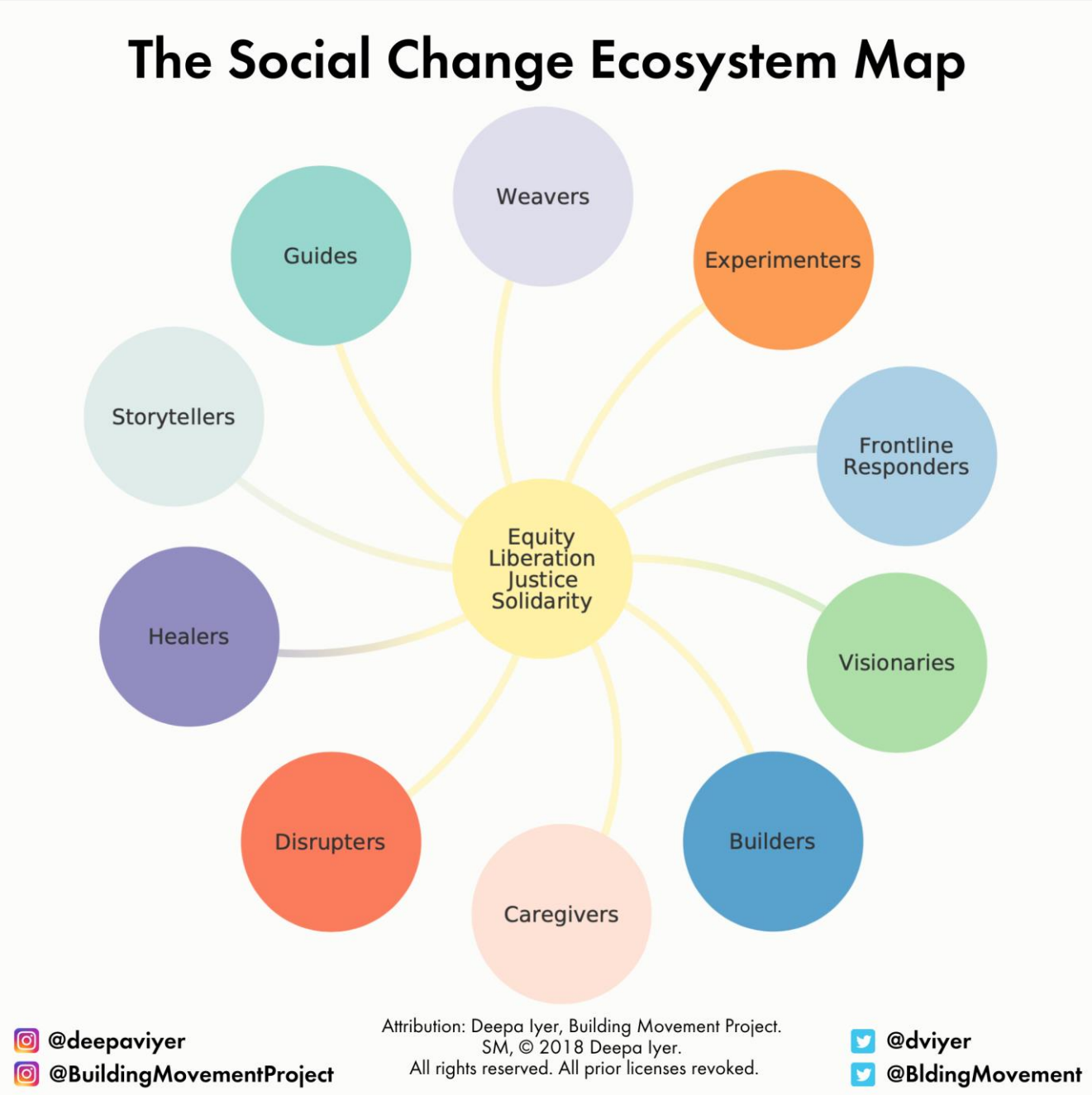
The 7 A of Authentic Allyship, written by Yvonne Coghill Director of Workforce Race Equality NHS London, outlines seven steps to taking action as an ally



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

Source: [Social Change Ecosystem Map - Building Movement]
Deepa Iyer, Building Movement Project. SM, © 2018 Deepa Iyer. All rights reserved. All prior licenses revoked.

I identify how I may unknowingly benefit from Racism.
I promote & advocate for policies & leaders that are Anti-Racist.
I recognize racism is a present & current problem.
I seek out questions that make me uncomfortable.
I sit with my discomfort.
I deny racism is a problem.
I avoid hard questions.
I understand my own privilege in ignoring racism.
I speak out when I see Racism in action.
Becoming Anti-Racist
Fear Zone
Learning Zone
Growth Zone
I strive to be comfortable.
I educate myself about race & structural racism.
I educate my peers how Racism harms our profession.
I talk to others who look & think like me.
I am vulnerable about my own biases & knowledge gaps.
I don't let mistakes deter me from being better.
I listen to others who think & look differently than me.
I yield positions of power to those otherwise marginalized.
I surround myself with others who think & look differently than me.
www.SurgeryRedesign.com

Race

Psychologists have struggled to recognise and dispute issues of racism within the profession and experienced by clients, often choosing to remain silence (Howitt & Owusu-Bempah, 1994; Wood, 2020)

Recent research has highlighted the racial inequality that also persists in psychological research (Roberts et al., 2020).

While initiatives and agendas have been introduced, limitations can accompany these changes if the wider socio-political, systemic and institutional racism is not addressed (Daiches, 2010).

Race

[reɪs] • noun

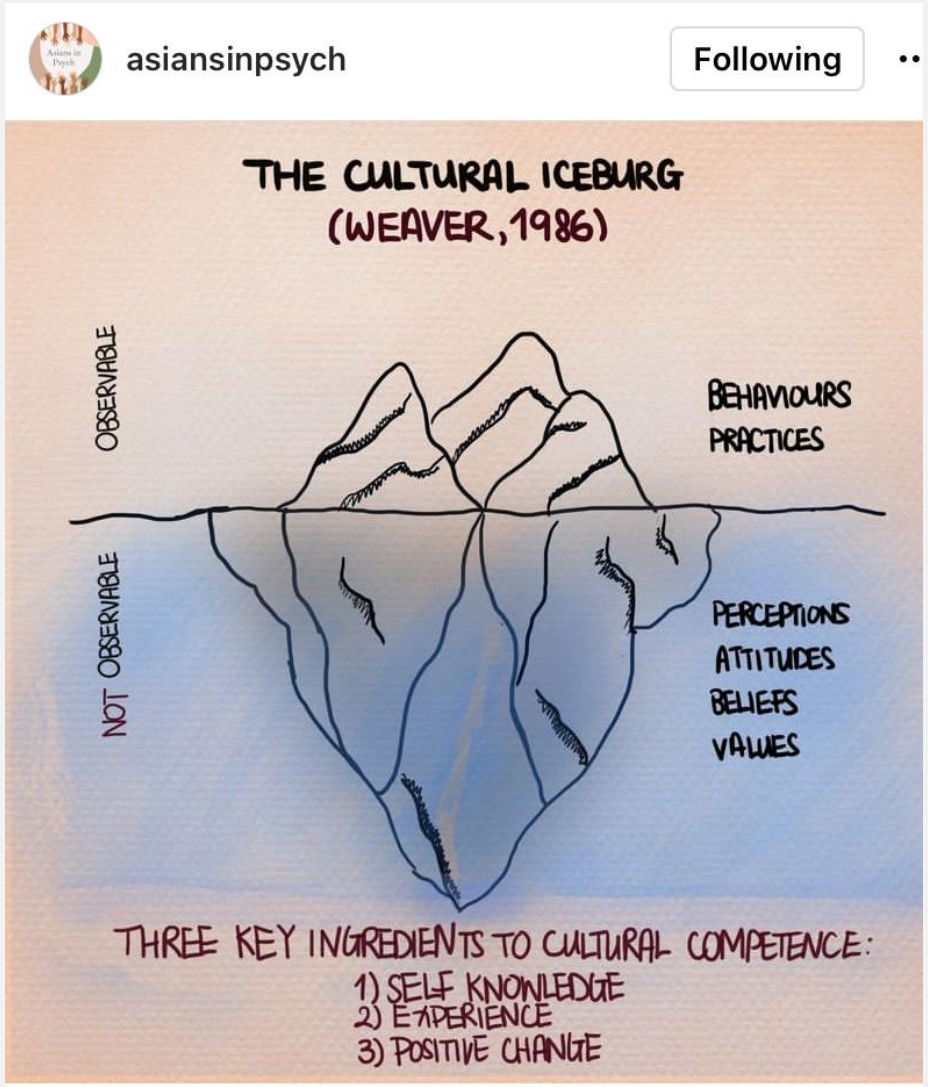
A social construct made up by scientists to support ideas that some groups are superior and some are inferior. This is not rooted in any kind of scientific differences; there is no scientifically agreed upon determination of what skin tone is the line between white and brown, or brown and black.

Source: www.racialequalitytools.org

@blackgirlscanheal_

@asiansinpsych

https://instagram.com/blackgirlscanheal_



https://instagram.com/asiansinpsych

Online Resources: Race

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[Ted Talk: Culturally Informed Mental Health Support]

Jessica Dere: Challenges and Rewards of a Culturally Informed Approach to Mental Health

[Fifty ways to leave …… your racism]

Patel and Keval (2018): Paper included reflection tasks for individuals, teams, academics, trainers and organisations

[Ethnic minority patients in secure mental health units]

Gambinga Gambinga; Race Equality Foundation: Blog on service user experience in mental health units.

[Why I'm no longer talking to white people about race; podcast]

Reni Eddo-Lodge: A podcast by the writer of 'Why I'm no longer talking to people about race'. A text-version is available through the link.

[Google Doc of Anti-Racism Resources]

University of Surrey: A collection of anti-racism resources.

Online Resources: Race

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What About Us? Cultural Awareness in Psychology Podcast

Afsana Faheem and Dr Kate Cooper (University of Bath): Exploring experiences of psychological professionals from diverse backgrounds

Let's Face Change

A campaign encouraging the field of clinical psychology to be more inclusive. Further resources can be found on the website.

Structural Racism: A call to action in the NHS

Saiqa Naz (CBT Therapist, co-author IAPT BAME Positive Practice Guide): Blog post with recommendations for positive change

SNAPbam LinkedIn Group

Support Network for Aspiring (Clinical) Psychologists from Black, Asian & Mixed Heritage

BABCP Black Asian and Minority Ethnic Positive Practice Guide

Guide including tools and resources when engaging with service users and workforce planning in NHS Talking Therapies services

Online Resources: Race

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[Reflecting on Cultural Identity and Diversity]

@bepsychminded: An Instagram post summarising the ADDRESSING Framework and the RESPECTFUL Framework.

[‘I never saw anyone who looked like me in the profession’]

Dr Shah Alam blogs his journey into psychology as a British Bangladeshi Muslim Male.

[Trauma Informed Anti-Racism Work]

A talk by the University of Exeter DClinPsy Racial Equity Team

[Cultural Competence Training in IAPT]

Farzana Haque, Binita Thapa, Dr Taf Kunorubwe: Reflections from TalkPlus Cultural Competency Workshops

[Can Psychotherapy support the Black, Asian and Minority Ethnic community?]

Abi Canepa-Anson: Blog post on the impact of racism and colonisation on the UK today

Online Resources: Race

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Resources for Black healing

Micalah Webster: Self-care tips and resources for Black people experiencing racial trauma

The Black, African and Asian Therapy Network

Community of Black, African and Asian Counsellors and Psychotherapists, including events, mentoring and directory

Brown Therapist Network

Compilation of resources and resources on gender, sexuality, racism and mental health in South Asians

Black and Minority Ethnic in Psychiatry and Psychology Network

Network providing events and guidance to racially underrepresented mental health professionals

Let's Get Uncomfortable

Aashna.uk: Library of resources on race, culture, power

Online Resources: Race

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[#MyNameIs tool]

Race Equality Matters: Digital tool to translate names into phonetic spellings

[Decolonisation among clinicians]

Sarah Atayero: Blog on the work needed to diversify the psychological workforce

[Celebrating difference and diversity]

University of Surrey: Padlet of Equality, Diversity, and Inclusion resources created by PsychD Surrey Programme

[Does Race-Based Trauma turn into Intergenerational trauma]

Krista Bennett (Arizona Trauma Institute): Article library and infographics on racial trauma

[“EDI”: Endless Distraction and Inaction]

Dr Sanah Ahsan: BPS article on Equality, Diversity and Inclusion work in clinical training

Online Resources: Race

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[Anti-Racism and Health: Levels of Health Intervention]

Professor Camara Jones: Talk as part of a series on racial inequalities in healthcare

[The "Our Stories" Project]

ACP UK: Project exploring the experiences aspiring, trainee and qualified Clinical Psychologists from Minoritised Backgrounds

[I can fix it!]

damali ayo: 2000 people were asked what White people can do to combat racism and what underrepresented people can do to combat racism

[Decolonising the curriculum]

BPS: Webinar on decolonising psychological approaches

[Template of responses to racist comments]

sineadbovell: a template of responses when faced with racist comments from others

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 . . . ?

Source: https://democracyeducationjournal.org/home/vol22/iss2/1/

Patel and Keval (2018) proposed key tasks, in the form of questions, as a first step to decolonising:

Tasks for individuals…

- What power structures and institutional practices am I involved in, recruited into, or collude with, which perpetuate racism?
- Who and how does racism hurt and harm?

Tasks for teams…

- Can we notice the reactions or reluctance in discussing Whiteness and racism in team meetings and other forums (“not sure this is really necessary”, “we have more urgent matters we have to address”, “this is a huge topic, we don’t have space for this (unwanted luxury) right now”, “do we have to keep discussing this, there are so many other matters to discuss?” etc.)?

Tasks for Academics/Trainers both individually and collectively…

- What may happen if we do not engage in decolonising? Where is the harm and who is likely to be disadvantaged, adversely affected and harmed?

Tasks for institutions…

- How well do leaders and managers understand racism; its processes of operation; its impacts on staff, students and the public?

Further prompts can be found in Patel and Keval’s (2018) paper

Key References/Articles

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