EQUALITY, DIVERSITY AND INCLUSION RESOURCE BANK

Protected Characteristic: Race & Ethnicity

Updated: 13.03.2023
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.

Anyone can join the Psychological Professions Network using the [link here](#).
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
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:

1. **Accept**
   - Do you have the appetite to immerse yourself in the complex, emotive world of race equality?

2. **Ask**
   - Ask questions about race, be curious, read, learn & educate yourself.

3. **Apologise**
   - Accept there is really a problem. More data isn’t needed.

4. **Acknowledge**
   - Openly acknowledge that the problem needs to be dealt with.

5. **Assume**
   - Don’t. Instead develop informed views by seeking to understand individuals.

6. **Action**
   - Take demonstrable action steps to establish equality & be accountable.

7. **Appetite**
   - Express sympathy that racism is affecting people of certain races.
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
Psychologists have struggled to recognise and dispute issues of racism within the profession and experienced by clients, often choosing to remain silent (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).
RACIAL GASLIGHTING

"Does it always have to be about race with you?"

"But I don't think that was about racism."

"You're overreacting."

"Oh, it's only a few bad apples."

"It's just a joke, don't take it so serious."

"What I said wasn't racist."

"I don't see color."

"You must have misunderstood me."

"How can I be racist if I have a Black_____?"

[Image of a comic strip with a character asking these questions]

https://instagram.com/blackgirlsicanheal_

[Image of a diagram titled "The Cultural Iceburg" (Weaver, 1986) with three key ingredients to cultural competence: self-knowledge, experience, and positive change]

https://instagram.com/asiansinpsych
Online Resources: Race

**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

**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

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

- **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
# 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

- **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


Anyone can join the Psychological Professions Network using the link here
Key References/Articles


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