

Anti-Racism Training Session 1 notes

Policy on dealing with racism from citizens- care agencies frequently experience this.

Reluctance on care agencies to report to the Police? Is this due to previous experiences of institutional Racism? Care agencies losing work due to their race. We need a united response to this issue.

If they are Notts CC lead provider's then we need to be doing more to protect Black care workers. This also has an impact on Black workers within Notts CC if we are not providing agencies with an anti-racist response delivering a proactive message.

Is there a way of gathering statistics on Racism against workers apart from the Wellworker system which focuses on individual's rather than a collective response? How can these be systemised/categorised into Racial incidents for monitoring and followed through?

Questionnaires for care agencies so we get to find out about the extent of these issues.

Is there a conversation to be had with the Police regarding their responses if we decide to proceed with a Notts CC policy on this?

Experiences of Black students in SW teams (this was also a very prevalent topic at the SWE session). This is the beginning of their Career. How do they feel about these experiences and what support is in place for them?

Conversations with our colleagues in the NHS- Mental Health. People have individual stories about oppression and discrimination expressed by Health staff in various roles. This appears to be systemic. How do we as an organisation and as individuals propose to tackle this? Different levels of confidence, skills and experience in challenging racist attitudes in other agencies.

Being bold and brave to have conversions with Black colleagues. Are you OK? (Following the murder of George Floyd).

A couple of white colleagues expressed their fears about discussing Racism due to their own experiences of being raised within families where Racism was openly expressed, fears of getting it wrong, of being accused racist, etc. This is probably the main barrier to moving forward and at the crux of why we have remained stuck in this for so long. Is fear endemic in relation to this issue and what are white workers experiences of growing up?

What support can be provided by the department in relation to this in terms of healing from these experiences (recognising the damage that racism does to all people) and re-education, building confidence? A Black worker has offered to be an Ally to a white member of staff in relation to this. What else can be done to re-educate and encourage people to be brave? This can be picked up and discussed in individual supervisions with staff.

Providing emotional support to Black colleagues as we all work through these processes (recognising the repetitive and accumulative nature of their experiences on mental health)

Getting to know each other. What would you tell a stranger if you had 60 seconds to tell them about you and your life?

Giving people space to share their stories and experiences (when ready and able to do this and if they want to).

