

Themes of the Feedback from 20.4.21 Meeting

The 'problem' woman of colour & Trauma

- The importance of using the correct language and not using terms which Black people do not recognise and promote negative and historical stereotypes
- Some white colleagues felt that they hadn't noticed enough and wanted help in noticing and how to respond in a situation when racist behaviours take place
- Racial trauma resonated with the group
- There are racial stereotypes attached to certain jobs
- So many microaggressions every day, having to choose whether to respond do all of them and wondering if you are being over sensitive and then releasing that you are not and feeling angry about that
- Not many senior managers who are black, how can we change that?
- There is often a power imbalance which silences people
- Feeling overlooked for promotion, not being perceived as an expert or experienced, not valuing my expertise in the same way as white colleagues.
- A black worker who was recruited from overseas went to open a bank account with white workers from the same country and was told by the bank that they need to provide more documentation than the white colleague.
- This resonated with me and was all too familiar to me
- Managers can often be the aggressors
- Some people are actively racist in the work place
- White privilege is present
- Hoping it gets better
- Having to prepare my children for the reality
- There are small changes there
- Having the conversation is a good start.
- Keeping the word "trauma" in mind when working with families and having discussions/reflections with the team
- Unconscious Bias
- Keep in mind to "check myself" and "check my privilege"
- It is unfortunate that we are still talking about this
- Microaggressions to black social workers happening everyday
- Have honest communication about this and then follow through with actions
- Feeling like I don't know how to understand properly
- When being introduced by a white colleague lead with country that they were recruited from rather than their name
- Talked over by white colleagues
- Higher expectations of knowledge for black staff than white staff
- Allocated higher risk cases
- Unbalanced case loads
- Not being heard – professional opinion not valued, but also not allowed to feel overwhelmed or needing support
- Opinions only accepted if validated by white colleague
- Untruthful things said about them and to them
- Not recognising institutional racism

- Not recognising that black colleagues may need to be supported – not sure how to do this
- On reflection can see how discrimination works for black colleagues
- not knowing of staff experience and how do we appropriately ask/find out
- putting in interventions to prevent people feeling like they don't belong
- Learning from people leaving organisations in order to do better.