



Equality and Diversity UK  
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# Introduction to Anti-Racism: Understanding the concept of racism and its impact on social and patient care



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# Course Overview



What this course covers:

- Introduction to Anti-Racism
- Unconscious Bias
- Cultural Competence
- Microaggressions
- Intersectionality
- Challenging Racism
- Creating Inclusive Policies and Practices
- Building Allies
- Self-Reflection and Personal Growth
- Action Planning



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# Content



## **Introduction to Anti-Racism:**

- Understanding the concept of racism and its impact on social and patient care.
- Exploring the historical context of racism and its manifestations in the health/social care sector.

## **Unconscious Bias:**

- Recognising and addressing unconscious biases that may exist within the social care and NHS sector.
- Understanding how these biases can perpetuate racial inequalities in patient/social care.

## **Cultural Competence:**

- Developing cultural competence to provide equitable care to individuals from ethnically diverse backgrounds.
- Exploring strategies to enhance cultural understanding and sensitivity.

## **Microaggressions:**

- Identifying and addressing microaggressions in social and patient care settings.
- Understanding the impact of microaggressions on individuals from racial minority groups and learning how to create a safe and inclusive environment.

## **Intersectionality:**

- Recognising the intersectionality of race with other social identities such as gender, sexuality, and disability.
- Understanding how multiple forms of discrimination can compound and impact patient/social care.



# Content

## **Challenging Racism:**

- Developing the skills and confidence to challenge racism in the workplace and patient/social care settings.
- Exploring strategies for effective communication and advocacy.

## **Creating Inclusive Policies and Practices:**

- Reviewing existing policies and practices within the social care and NHS sector to identify areas for improvement.
- Developing strategies to create inclusive and anti-racist policies and practices.

## **Building Allies:**

- Understanding the importance of allyship in combating racism.
- Exploring ways to support and amplify the voices of ethnically diverse colleagues and patients.

## **Self-Reflection and Personal Growth:**

- Encouraging delegates to reflect on their own biases and privileges.
- Providing tools and resources for ongoing personal growth and development in anti-racism work.

## **Action Planning:**

- Developing individual and organisational action plans to implement the knowledge and skills gained from the workshop.
- Identifying specific steps to address racial inequalities in social and patient care.



# Proposed Outcomes

- By the end of this workshop, delegates will have a deeper understanding of the impact of racism on social and patient care.
- They will be equipped with the knowledge and skills to challenge racism, address unconscious biases, and create a more inclusive and equitable environment.
- Delegates will leave with actionable plans to implement change within their own practice and organisations.



# Approach



- All of our training is interactive and includes, discussion groups, videos, case studies and lived experiences
- Our training courses start by getting participants to appreciate how they see situations through various 'filters' they have developed through their lifetime.
- The session will be fun and challenging that enables delegates to appreciate how we all see things differently and naturally develop prejudices. This helps participants to generate an open mind to the subjects that follow and see the need for change.
- Our training is participative, practical and informative; presented in an outgoing, informal and relaxed style. We aim to stimulate participant interest and cater for a range of learning styles and behaviours
- All trainers have characteristics protected by Equality law and our approach is to ensure that lived experiences of discrimination is integral to our design, planning and delivery. Your learning experience will include hearing trainer experiences of discrimination, harassment and victimisation as well as the impact this has on their everyday lives and opportunities



# Now what?

This course, as with all our training courses, will be tailored to your organisation's needs

Please email us: [info@equalityanddiversity.co.uk](mailto:info@equalityanddiversity.co.uk) for more information

Or complete our pre-course questionnaire

<https://www.surveymonkey.co.uk/r/educ-pre-course-questionnaire>



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