

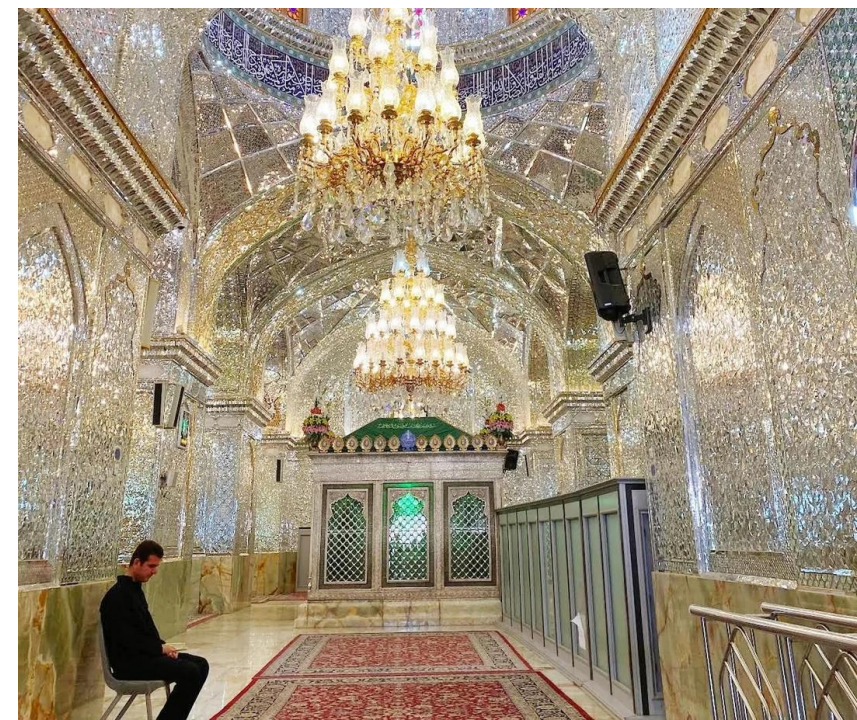
Belonging in Practice (6): Race, Ethnicity & Cultural Identity – Navigating Racism and Belonging

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Where do I “really come from”?







Strait of Hormuz

Bringing it Home

Looking beyond assumptions based on:

- Labels
- Politics / News headlines
- Borders
- Race / Ethnicity
- Religion
- Socioeconomics / Class
- Disability
- Gender
- Age
- Appearances
- Sexual orientation

Belonging

What does it mean to belong?

Feeling entitled to be there

Feeling safe

Being able to be yourself without fear of judgment

Not having to constantly defend or explain yourself

Being heard and seen

Feeling that you and your contribution matter

Inclusion

What actions do we take to make people feel included?

Representation - Diversity in the room but also at the table

Listening - Making space for different voices

Challenging racism / prejudices

Reasonable Adjustments

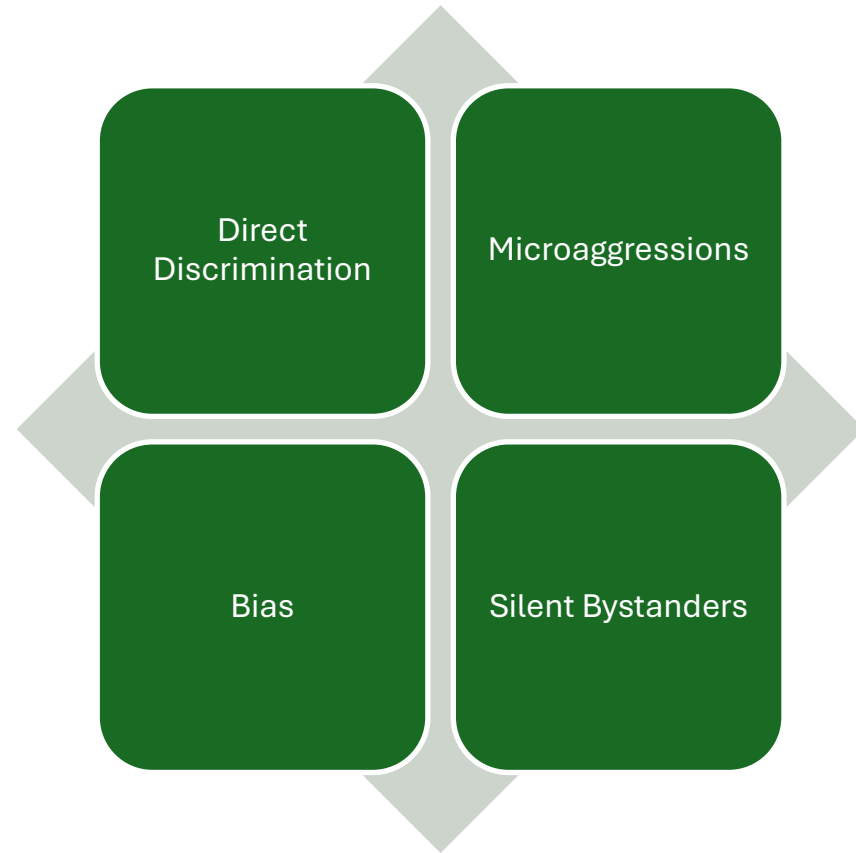
Assessing for and removing barriers

Advocating for equitable access / opportunities

Celebrating differences

Cultural competence

Dehumanization in Practice



Cultural Competence

The ability to understand, respect, and interact effectively with people from different cultural, ethnic, and social backgrounds

- Be aware of own biases and assumptions
- Learn about different cultures and world views without relying on stereotypes
- Show respect and appreciation
- Adapt your communication and behaviour to build trust and connect

**When systems fail to
safeguard due to
discrimination, lack of
understanding or misguided
“cultural sensitivity”**

A Personal Experience:

Counsellor

School

The Police

Social workers

Crime, Not Culture

- Flagship campaign by the Iranian & Kurdish Women's Rights Organisation (IKWRO)
- Culture must never be used as a justification for abuse, violence or human rights violations
- Harmful practices rooted in "honour" must be treated strictly as criminal offenses under the law rather than being minimised or culturally relativised by authorities, police, or social

Honour-based Abuse: What do you do?

- **Privacy:** see the patient alone, use accredited interpreters
- **Ask:** Show professional curiosity, if you suspect, ask respectfully
- **Assess risk:** Believe the patient, who else is at risk?
- **Protect:** Don't contact family, don't try and mediate
- **Safeguard:** Inform SG leads, Get specialist advice

UK HBA Helpline: **0800 5999 247**



IKWRO: 07846 310157





Listening

Letting go of assumptions

Curiosity to learn

Respect

Trauma-informed compassion

Safeguard

Making room for others