

Political correctness, repressed
racism or contaminated imagination

'I treat everyone the same' !

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Sep 2018

Aims

To explore;

- issues related to equality, diversity and inclusion,
- how to be more equitable, diverse and inclusive in our work

BACP Ethical Framework

- BACP members have a contractual commitment to work in accordance with the current Ethical Framework for the Counselling Professions (2018).

BACP Ethical Framework

- *We will take the law concerning equality, diversity and inclusion into careful consideration and strive for a higher standard than the legal minimum.
(Good practice, point 23)*

Equality, diversity & inclusion

Equality Act 2010

- ‘Equality, diversity and inclusion covers all aspects of relationships where differences can lead to barriers to access or disadvantages’.
- People with any of the protected characteristics are protected not only as employees, but also as service users.

Equality Act 2010

Nine protected characteristics

- Sex and gender
- Gender assignment
- Sexual orientation
- Disability
- Race
- Religion and belief
- Age
- Marriage and civil partnership
- Pregnancy and maternity

Equal Opportunities

- Equal Opportunity is not about treating everyone the same.
- **It is the opportunity to achieve that needs to be equalised.**
- People have the same opportunities in life as others, regardless of their age, race, sexuality, religion etc.
- The right to be treated without discrimination.

Discrimination - Action

- Treating someone differently because of his/her external characteristics or lifestyle.
- Examples;
 - avoiding someone you think is gay
 - thinking that older people have little to contribute
 - not listening attentively to someone with learning difficulties

Institutional Discrimination

- Long established systems, practices and procedures which have the effect, if not the intention of depriving marginalised groups of equality of opportunity and access to society's resources.
- For example often the design of buildings can ignore the needs of people with disabilities and parents with young children.

Stereotyping - Generalisation

- Lumping people or objects together and classifying them as if they were all the same.
- It can prevent individuals from developing and displaying their full range of human potential because it imposes restrictions on their potential abilities and behaviour.
- Example;
 - Restrictions on girls career chances in traditional male occupations and vice versa

Prejudice - Belief

- Prejudice is a belief often based on stereotyping.
- Preconceived opinion that is not based on actual reason or experience.
- An unfavourable opinion formed beforehand without knowledge, thought or reason.
- People often express prejudices towards ethnic, racial, social or religious groups.
- Example;
 - all football supporters are hooligans

Oppression

- The exercise of power in a cruel or unjust manner.
- People who are regularly discriminated against and abused.
- The extremity of this abuse may manifest itself in physical violence, murder and genocide.

Medical Model

- “The medical model embraces the concept that disabled individuals should be ‘repaired’ so that they can function and look like the non-disabled majority” .” (Wilson, 2003, p. 21)

the disabled person.....

- is a sufferer.
- is the problem.
- has a disability that needs curing.
- cannot make decisions about their life.
- needs professionals to look after them.

Social Model

- “The environment is seen as disabling because it discriminates against certain individualits main concern is to remove disabling environmental barriers and to increase disabled people’s autonomy and choice.” (Wilson, 2003, p. 21)

- recognises that disabled people are oppressed.
- focuses on the barriers that create disability.
- calls for a restructuring of society.
- does not focus on ‘curing’ disabled people.

EDI

- Relate counsellor (GM) 'sacked for refusing to work with gay couples'
- 'Trump administration to introduce rule allowing medical workers to deny abortions or refuse treat transgender patients'
(Independent, Jan 2018)



Donald J. Trump ✓

@realDonaldTrump

Following



After consultation with my Generals and military experts, please be advised that the United States Government will not accept or allow.....

8:55 AM - 26 Jul 2017



Donald J. Trump ✓

@realDonaldTrump

Following



....Transgender individuals to serve in any capacity in the U.S. Military. Our military must be focused on decisive and overwhelming.....

9:04 AM - 26 Jul 2017



Donald J. Trump ✓

@realDonaldTrump

Following



....victory and cannot be burdened with the tremendous medical costs and disruption that transgender in the military would entail.
Thank you

9:08 AM - 26 Jul 2017



"Donald J. Trump is calling for a total and complete shutdown of Muslims entering the United States until our country's representatives can figure out what is going on."

Donald J. Trump Statement

JUST IN

TRUMP: "COMPLETE SHUTDOWN" OF MUSLIMS ENTERING U.S.

CNN

1:37 PM PT

THE LEAD

Adam Vs Mohammed

- [BBC responded to 100 job opportunities with resumes](#) from two fake candidates — one named Adam Henton and the other named Mohammed Allam. Although the two candidates had the similar levels of skills and experience, Adam got 12 interviews, while Mohammed got 4.

BME

- ‘More than twice the proportion of BME teachers (31 per cent) said they have experienced discrimination at work in the past year compared to their white peers’. (The survey of 12,000 teachers, undertaken by the Nasuwt teaching union and the Runnymede Trust, 2017)

BREAKING POINT

BRITAIN
STRONGER
IN
EUROPE

EU has failed us all

We must break free of the EU and take back control.

Leave the European
ON 23
votetoleavethee

ITDOOR



An inequitable counselling service...

- No verbal overt prejudice
- Potential clients are not openly denied a service

Possible factors....

- Staffing, Location, Timings, Marketing, Communication, Training for staff, Catering policies, Waiting room, Mechanism of decision-making, Assumptions, Attitudes,

Scotland

3.7% BME population (2015).

Relative Poverty After Housing Costs, by Ethnic Group

- Over a third of people(36%) in minority ethnic groups were in poverty after housing costs were taken into account. For comparison, the poverty rate for the 'White – British' group was 18%.

Source: www.gov.scot

What does difference mean to you?



What does difference mean to you?



Myths and Misconceptions

- I am not a racist. I treat everyone the same. I have a gay friend and I love Asian food.
- When I look at people – I don't see their colour.
- There are no power issues in the therapy room – client and therapist are equal!
- I am a non-judgemental person !
- Every client is unique so I can learn from my client about their culture.
- Only people from minority groups are 'expert'

Key challenges

- Tokenistic approach – tick box culture
- Training rituals – they suck !
- Counselling theories bias – Western culture
- Individualised approach – ‘I’
- Main focus on clients’ differences – how about therapists?
- What do we do about the ‘difference’ in the therapy room.
- Subtle discriminations specific linked to our profession (feelings vs thinking)

Key challenges

- Training issues – superficial or overly dramatic.
- ‘Majority’ shame – ‘White’ shame
- ‘Black Skin, White Masks’ (Fanon, 1982)
‘The black man possesses two dimensions: one with his fellow Blacks, the other with the Whites.

Key challenges

- Black and White (Dalal, 2002)
 - Semantic history of black and white
 - Black - negative connotations
 - Death - mourning (black clothes)
 - Evil
 - Illegal – black money, black listed
 - Emotion – dark place
 - Black – bad luck

Key challenges

- Attitudes (ethnocentric)
- Unintentional racism
- Privileged position – White, male, middle class
- Lack of awareness
- Lack of tolerance – ‘other’
- Over-identification
- Over-simplification
- Complexities - differences within vs in-between
- Language
- Disowning own culture

How can I start to be more inclusive as a practitioner

4 As

Awareness

Assumptions

Allyship

Ask

(Good Practice in Action 062)

Working with differences

Attitudes.....

- Self awareness
- Self acceptance – your own judgements, prejudices, potential to judge others
- Being informed – research
- Experiential learning
- Discuss in your supervision and personal therapy – absence and presence of differences
- Being congruent
- Tolerate role ambiguity
- Acknowledge the differences – individual, family, community, culture

Working with differences

- Make an effort to learn about other cultures.
- Our profession has a potential to work with differences effectively.
- Interventions...
 - Phenomenological method (Spinelli, 2005)
 - The rule of epoche' (Bracketing)
 - The rule of Description
 - Horizontalisation

Useful resources

- Bond, T. (2015) *Standards and Ethics for Counselling in Action*, 4th Ed. London: Sage
- Cameron, R. (2017) 'Culture and Context' *Therapy Today*, February 2017, Vol. 28:1
- Dalal, F. (2002). *Race, colour and the process of racialization*. London: Routledge
- Fanon, F. (1982). *Black skin, white masks*. New York: Grove Press
- Lago, C. and Smith, B. (2010). *Anti-discriminatory Practice in Counselling and Psychotherapy*. London: Sage
- Lawrence, D. (2016). Diversity and ethical practice. *Therapy Today, July 2016: Volume 27, Issue 6*
- Proctor, G. (2014) *Values and Ethics in Counselling and Psychotherapy*, London: Sage
- Reeves, A. (2013) *An Introduction to Counselling and Psychotherapy from Theory to Practice*. London: Sage
- Spinelli, E. (2005). *The interpreted world: An introduction to phenomenological psychology*. (2nd ed.). London: Sage

More...

Marianne Fry Lecture:

***Jihad* in the Therapy Room**

Faisal Mahmood

29th September, 2018

10.30 – 16.30

Bristol

www.mariannefrylectures.uk