



## **Workplace Wellbeing Group for Doctors in Training experiencing Racism & Discrimination**

### **Development of the group**

Between July 2020 and July 2021, a group working to address Race equity in GP training had been meeting and a need had been identified for a facilitated safe space for people who experienced racism in their training to share experiences and receive support. The Primary Care Dean approached Sheffield Health and Social Care (SHSC) Workplace Wellbeing (WWB) and this group was developed.

We want to be clear that this group is not an answer to the issues of racism – the strategic and organisation interventions still need to take place. It is however important that we look after ourselves. In the words of Audre Lorde: *“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare”*. Additionally, we know that social connection is crucial for managing stress (Albrecht et al., 2003) and we wanted to provide a space where your experiences of racism and discrimination are not denied or disbelieved, but instead validated and connected with.

It is important that you know that we are separate from the HEE training programme and that we do not have any affiliation with the programme nor do we influence it in any way. Please note that coming to this group will not have any impact on your training and that your attendance and what you share in this group stays confidential.



### **Duty of Care**

We are employed by SHSC as psychological practitioners and have legal and ethical duties of care and one of these is harm reduction. This means that we may inform the relevant stakeholders, should we be worried about you or anyone else being harmed.

This is the only time that we may have to break confidentiality, however, we will always share this with you so that you are aware of what we will pass on and the possible consequences of this.

**Please share your experiences with this in mind.**

### **Confidentiality**

When sharing experiences, please avoid identifiable information (names, specific places of work, job titles etc). The content of what is discussed stays in the group, and this includes discussions around our experiences of the content and process of being part of this group e.g., how you feel about something someone else has shared or any emotional reactions to this.

**Please consider where you join from and that this is a quiet and private space. Make sure you are in a room/space where you can't be overheard and/or use a headset if possible.**

Depending on who creates the online link, people outside of this group may have access to the chat so use this sparingly or with caution.

### **What you can bring to these groups**

You can bring all or any of your experiences of racism and discrimination (big or small) and these could be specific experiences or an overall experience. You can talk about your experiences in all aspects of training, including the training institution and/or placements, lectures and teaching.

You can also talk about the experiences of and treatment from colleagues, supervisors, and service users. We, the facilitators may also share our own experiences of racism during our own trainings

## **Psychological Safety**

Your experiences are not “wrong” – no racist or discriminative experience is too “small” to bring. We know that not everyone’s experience is going to be the same, and not everybody is going to be at the same point their understanding and this is okay.

Be open, respectful, and forgiving. We all respond differently to situations, and this is okay. You can share as little or as much as you feel comfortable to share. Exploring some of these experiences can be hard to hear and/or make you think of your own experiences. We can agree how to keep ourselves and others safe within the group and we as facilitators will be available afterwards should anyone need any support.

## **About the facilitators**

Dr Peter Isebor is a Senior Clinical Psychologist who currently works in the Community Mental Health Service. Born and raised in London to parents who migrated from Nigeria. Peter was the Chair of SHSC Ethnically Diverse Staff Network Group in 2020-21 and has delivered training to DCLinPsy trainees on Race, Ethnicity and Culture for the last three years.

Dr Saafi Mousa is also a Senior Clinical Psychologist and works in the Sheffield Early Intervention in Psychosis Service. She was born in Somalia and raised in the Netherlands before her family moved to England in her teenage years. Saafi also works as the Equality, Diversity and Inclusion Lead at the Clinical Psychology Doctorate Programme at the University of Sheffield.

**Please get in touch if you would like to book a place on a group or if you have further questions. We run a group bi-monthly on a Tuesday evening 19.30 – 21.00 online on MST.**

**We plan to send reminders and are happy for people to join us regularly or to attend when they are available or feel it would be useful following a difficult experience.**

**We hope that you will join us and look forward to meeting with you.**

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**If you want to raise anything with our managers:**

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