

# Race Equality & Cultural Capability

# Aims:

- To review what we already know about Race Equality legislation.
- To review the recommendations provided by the Inquiry into the death of David Bennett.
- To learn how RECC training can move the Race Equality agenda forward.

# Definitions are for words, not people.



<http://contexts.org/socimages/2008/09/08/black-and-white-twins/>

# **Equality & Human Rights Commission**

**"Equality isn't a minority interest. A fairer society benefits everyone in terms of economic prosperity, quality of life and good relations within and among communities."**

# What are my statutory duties?

To have due regard to the need to...

- Eliminate unlawful racial discrimination.
- Promote equality of opportunity.
- Promote good relations between people of different racial groups.

## **...specific statutory duties**

To publish a race equality scheme that includes a policy on training staff to fulfil their general and specific duties.

# Recommendations

- All who work in mental health services should receive training in cultural awareness and sensitivity.
- All managers and clinical staff, however senior or junior, should receive mandatory training in all aspects of cultural competency, awareness and sensitivity. This should include training to tackle overt and covert racism and institutional racism.
- A training referred to in 1 and 2 above should be regularly updated.

# Outline of the 12hr RECC course.

- **Session 1**

- Group forming
- Introduction to RECC
- Introduction to The RELATE model©
- What is discrimination?
- Our 'frame of reference'.
- The Cultural Rainbow?

- **Session 2**

- The Cultural Iceberg
- The Social & Individual Context of Mental Health
- Shades of Grey activity

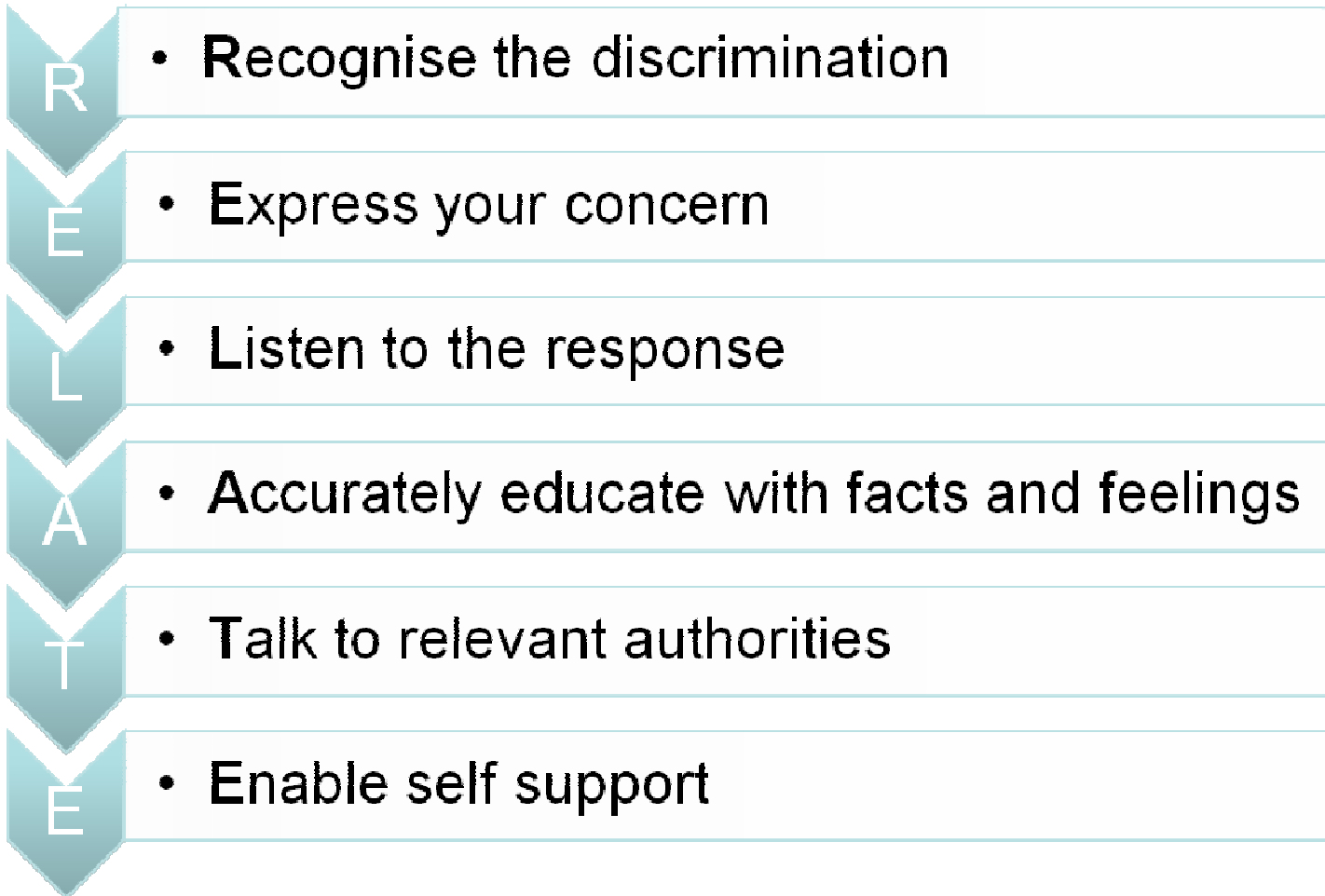
- **Session 3**

- Stereotypes
- Circles of Fear
- Communicating with service users in a clinical setting.
- UK immigration
- Population Statistics
- Count me in Census 2008
- Themes of Equality
- Personal empowerment
- The RELATE model©

- **Session 4**

- Case study practice of The RELATE model©
- Self Reflection & Action Plan

# The RELATE Model<sup>©</sup>



# Further Information

**[www.mentalhealthequalities.org.uk](http://www.mentalhealthequalities.org.uk)**

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

[www.reu.org.uk](http://www.reu.org.uk)

[www.rewm.org](http://www.rewm.org)