



## iCope Anti-racism Statement

We stand in solidarity with our Black, Asian and racially minoritised colleagues and service users and we commit to being an anti-racist organisation that tackles systemic racism faced by our staff members, service users and communities.

To do this, we support and foster a workplace culture where anti-racist and culturally sensitive ways of working are the norm. We have a racially and ethnically diverse workforce. We are passionate about developing this workforce and ensuring that our workforce represents the diversity of our local communities. We scrutinise our data and the way we deliver our therapies, and we consult with our communities to make service improvements.

Ultimately, we endeavour to provide fair, accessible and relevant services to the people who use iCope. We recognise that systemic racism exists within institutions, including the profession and practice of psychology in the UK. This harms communities and promotes inequalities. Our iCope workforce care about this. We actively challenge systemic racism with our anti-racist stance.

This statement represents our lasting commitment to anti-racism and creating change. These changes are happening now and will continue. Whilst progress has been made, we know there is more work to be done.







# iCope & Anti-racism

## SERVICE-LEVEL CULTURE CHANGE



- We have specialised working groups in:
- iCope Anti-Racism (where organisational change barriers & factors are targeted)
  - iCope Equality, Diversity & Inclusion for racially & ethnically minoritised service users

## INCLUSIVE, VISIBLE ANTI-RACIST LEADERS



- We encourage & support our managers to:
- Be "approachable allies"
  - Attend iCope reflective spaces & training about how to have conversations about race & racism in teams

## ANTI-RACISM IN OUR WORKFORCE



- We offer:
- iCope Anti-discriminatory Reflective Spaces
  - Regular all-staff training in cultural awareness & cultural sensitivity

## CULTURALLY SENSITIVE THERAPY INTERVENTIONS



- We ensure that:
- Cultural awareness & sensitivity training programmes include guidance on adapting therapy models & effective use of interpreters
  - Race reflection is encouraged and supported in therapists' clinical supervision

## CULTURAL & RACIAL REPRESENTATION

- We have a racially & ethnically diverse workforce that we wish to develop further. We do this through:
- Recruitment events for diverse communities
  - Providing diversity-related career signposting:



<https://youtu.be/G7bFcfB3FRg>



## REMOVING BARRIERS & OUTREACH



- We offer:
- Outreach work targeting diverse communities for whom we want to improve therapy use
  - Close working with community organisations to creatively provide mental health education & wellbeing advice in ways that best engages communities and helps with use of therapy services