

THE PPN NEY ANTI-RACISM COMMUNITY OF PRACTICE



ABOUT OUR COMMUNITY

As a member of this community of practice (CoP), we assume you are here because you **care** about others and want to do **better**. You are here to **learn**, **reflect** and **grow** either as someone **affected by racism** or someone who has **benefited from a racist system**.

In anti-racist practice, there is work for **white people** and **racially minoritised individuals** to do **separately** and **together**. By using caucusing, the CoP provides **spaces** for you **to work within your own racial/ethnic groups** and **to create a process to re-join and work together collectively**.



Community Guidelines

Please may we ask that you...



Arrive promptly to meetings



Keep your cameras on



Don't use the chat function



Actively participate



Plan to stay for the entire session



Keep meeting links private



Keep identifiable information about other CoP members confidential



Attend consistently and let us know if you cannot attend a meeting*



Understand that if you miss two meetings in a row, we will assume that you are withdrawing from the group.

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SOME THINGS TO CONSIDER...

If you miss a session then it might be that the session you attend causes more **emotion** or **dissonance** without the previous discussions and context. We would encourage people to **notice their reactions** and **consider what they might have missed** before responding.

The sessions emphasise equality and everyone being in the same role. For some people this might be difficult if they are accustomed to more hierarchical discussions and interactions.

For white individuals such groups are often a way of **developing ‘a thicker skin’** and being able to hear difficult comments or feedback that may feel like criticism from individuals from a minoritised ethnicity. Whilst this may cause an emotional reaction, **the aim of the group is to overtime reduce the discomfort this causes by normalising such honest interactions. But this may cause some initial discomfort.** If you notice being evoked, try and lean into the discomfort and remain curious.

Remember, if you feel discomfort, be curious, reflect on where it is coming from and be open to the insight this brings.

Can we make this a BRAVE space?

PPN
NORTH EAST
& YORKSHIRE



Psychological
Professions Network