



# Anti Racism – Leadership, policy and practice within the homeless sector



**Chair:** Cainan Loubon, Head of In-Form Development

**Speakers:**

**Rick Henderson**, CEO of Homeless Link

**Sirea Jabar**, Partnership Manager (North of England), Homeless Link

**Sabrina Pathan**, Homeless Link Associate & Rough Sleeping Manager, London Borough of Hackney

# Homeless Services – Anti-Racism in practice



**Sirea Jabar, Partnership Manager  
(North of England)**

## Good practice tips to consider

- Open minded approach
- Understanding Racism
- Trauma-Informed Approach
- Policy
- Practice - creating an inclusive service culture
- Staff training/development

# Having an open-minded approach

- 360 assessment of the organisation
- Staff feedback
- Client feedback
- Stakeholder feedback
- Anti-racist strategy
- Anti-racist working group

# Understanding Racism

## Invest in training/consultancy

- Regular good quality training

## Talk / Listen to workforce

- Staff surveys
- E&D working groups
- Staff support groups
- Supervision
- Informal chats

## Talk / Listen to clients

- Surveys
- Focus groups
- Reporting and monitoring process for Racist incidents
- Other creative opportunities

**Talking about 'Race' can trigger traumatic experiences.**

# Policy



- Annual reviews
- Consult / involve
- Implement
- Change

# Practice - Creating an inclusive service culture

- Physical environment
- Cultural / religious needs
- Advocacy



# Staff Training /Development



- Training and development
- Team meetings
- Supervision / appraisals
- Staff safety and wellbeing support
- Staff development and progression

# Useful links



**Tell MAMA** - A national project supporting victims of anti-Muslim hate and monitoring anti-Muslim incidents <https://tellmamauk.org/>

**Community Security Trust (CST)** - A charity protecting British Jews from antisemitism and related threats <https://cst.org.uk/>

**Social Housing Equality Framework** - The Social Housing Equality Framework (SHEF) aims to help organisations integrate their commitments to promote equality and diversity into their day-to-day work.

<https://www.local.gov.uk/our-support/guidance-and-resources/equality-frameworks/social-housing-equality-framework>

**National Centre for Diversity** – Provide a range of training, support and accreditation for organisations setting standards and monitoring of Equality & Diversity <https://nationalcentrefordiversity.com/diversity-accreditations/investors-in-diversity/>

**Race Equality foundation** - <https://raceequalityfoundation.org.uk/category/housing/>

# Further conversations on Race..



## Community of Practice

‘Let’s talk about Race...

**10am-11am | 15<sup>th</sup> July 2021**

My details: [sirea.jabar@homelesslink.org.uk](mailto:sirea.jabar@homelesslink.org.uk)

**Email:** [training@homelesslink.org.uk](mailto:training@homelesslink.org.uk) to find out more about the training we deliver.

**“Inclusion is not a matter of political correctness. It is the key to growth.” Jesse Jackson.**



# Anti-Racism and Trauma Informed Care



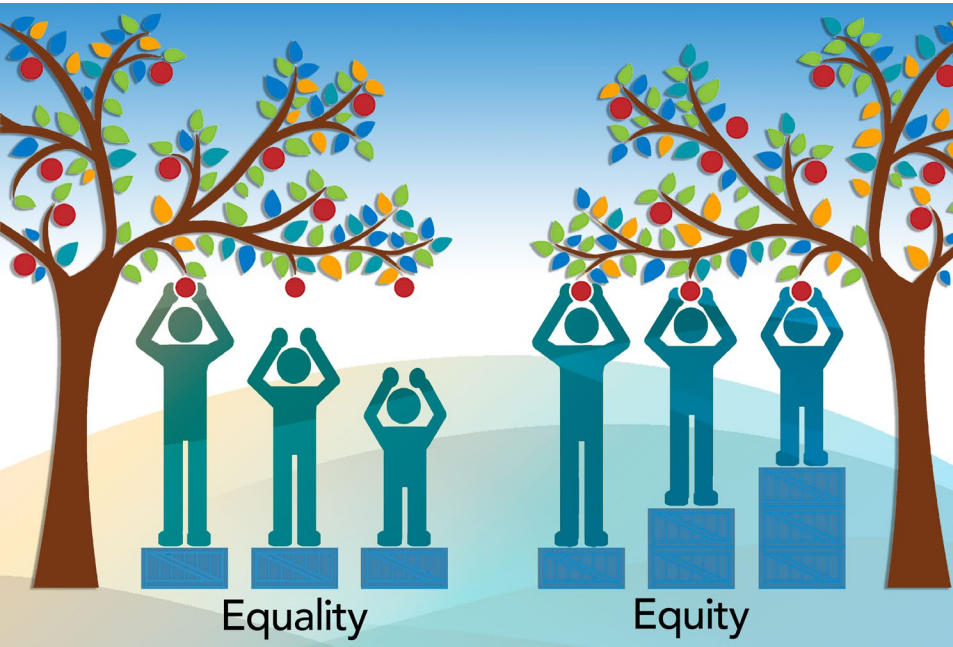
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Let's end homelessness together



# Anti-Racism



Anti-Racism is not just the challenge and dismantling of unjust systems – it is the **promotion of equity**

**Equity** and **Equality** are not quite the same

The pursuit of equity is something we are all already familiar with

# Transferable Skills



We already work to principles that promote equity, challenge systems, rebalance power and value ongoing learning...

Person Centred Working

MEAM/Fulfilling Lives

Trauma Informed Care

Strengths Based Practice

Reflective Practice

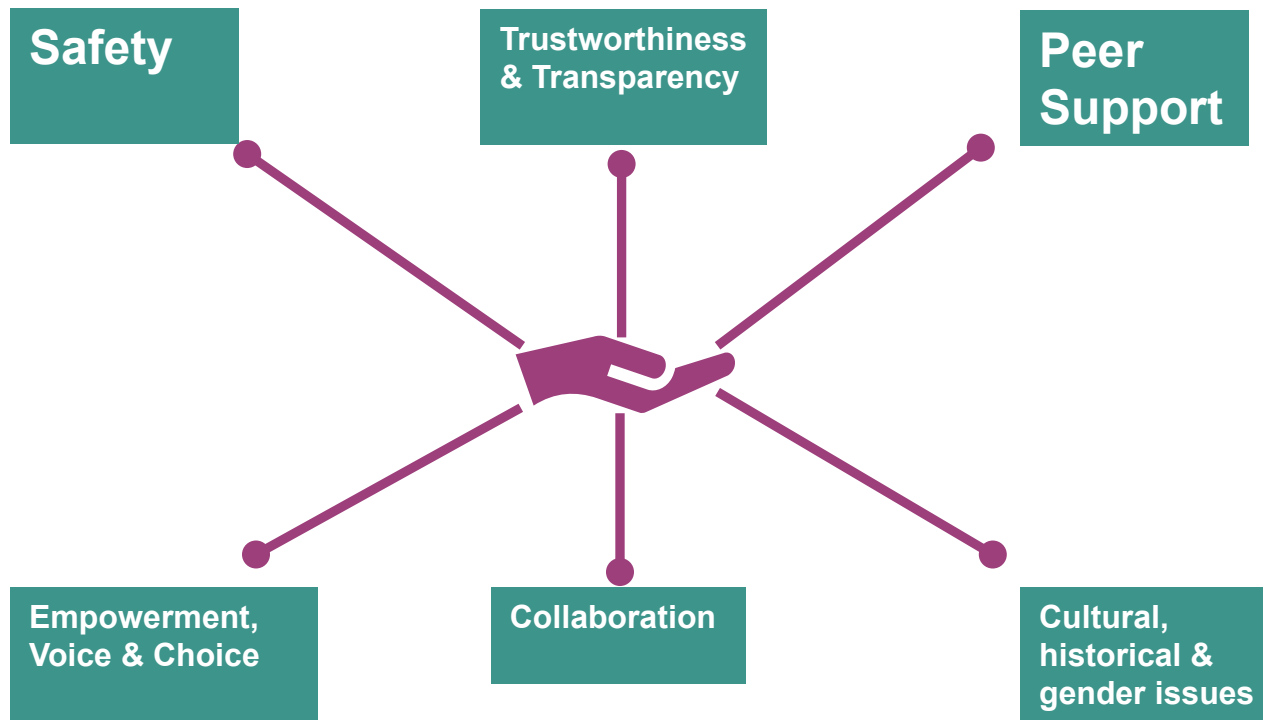
# Why Trauma-Inform Anti-Racism?



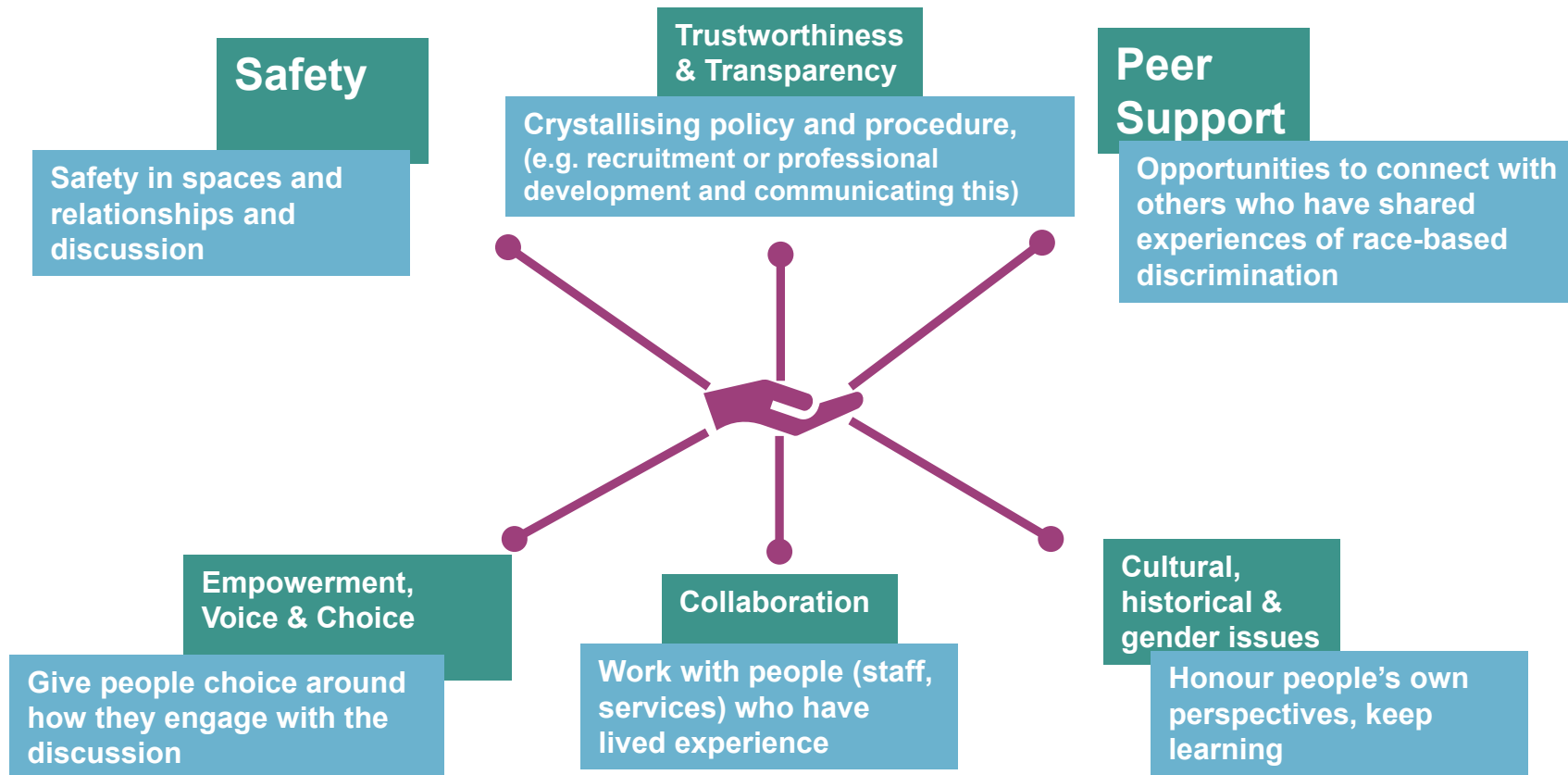
- **Racial trauma**, a form of race-based stress, refers to reactions to dangerous events and real or perceived experiences of racial discrimination
- **Inter-generational** trauma
- Focus on the **individual's response** to the trauma – we all have experiences that are our own, and responses that are our own
- People may feel **shame; guilt; fear and powerlessness**



# Applying the TIC principles



# Applying the TIC principles



# Other approaches...

- **Strengths-Based approaches** go hand-in-hand with an understanding of equity – what do people need to thrive and reach their full potential?
- **Reflection** allows us to step back and evaluate what we are doing and whether it is effective.
- Thinking about the **systems** (alongside our own behaviours) allows us to hold those systems to account and creates the conditions for change

# Trauma-Informed Practice - training



## Homeless Link offer a Trauma-Informed training and consultancy package:

**Train your team.** We will work with your organisation to create a bespoke training package, which will ensure that all your staff have the skills and knowledge to work in a Trauma-Informed way.

**Identify Trauma-Informed Champions.** We can help you identify Trauma Champions within your organisation, who can help embed the approach into your service.

**Update policies and procedures.** We will also work with you to update your policies and procedures to ensure they are Trauma-Informed.

[training@homelesslink.org.uk](mailto:training@homelesslink.org.uk)

# Questions, comments, thoughts, opinions?



Get in touch:

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