



The Impact of Discrimination

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Maintaining a Framework to Practice

ECHC4002



Case Scenario

- o U.K born 28 year old Muslim Mum of two.
- o Attended university, against father will, and did exceptionally well.
- o Unable to find work in her field.
- o Works in a male dominated environment and only Muslim in the office.
- o Experiencing discrimination her whole life.
- o Discriminated against at work for her faith.
- o Wants to have another baby, but feels insecure.
- o Feels like giving up.



Consideration of Emotional Impact

- o Victim of Sexism from her father – complex.
- o Driven – Mixed feelings of being disappointed and being a disappointment.
- o Background – deprived socio-economic status.
- o Victim of Islamophobia or Sexism? – confused and upset.
- o Bullied at work – drained.
- o Faced with micro-aggressive behaviour from colleagues – isolated and alone.
- o Tired - is starting to believe that her father is right.



Some Findings – Before Work

- o Strong work ethic and high resilience.
- o Only 6% breaking through to professional roles.
- o Minority ethnic-sounding names reduce likelihood of being offered an interview.
- o Women encouraged to focus on marriage and motherhood.
- o 50% of Muslim households considered to be in poverty, compared to rest of population at 20%.

(Asthana, 2017)

‘Islamophobia is the dislike of or prejudice against Islam or Muslims, especially as a political force. It includes practices of exclusion and discrimination.’

(Ali, Yamada and Mahmood, 2015, 147)



(BBC, 2019)



Some Findings – While at Work

- o Women suffered a great deal of stress.
- o Lowered job satisfaction.
- o Mixed reactions to the Hijab due to media hype.
- o Muslim women see the hijab as symbol of empowered choice.
- o Some women ceased wearing the hijab due to huge negative impact on wellbeing.
- o Very little studies conducted around the view on workplace discrimination.

(Ali, Yamada and Mahmood, 2015)

Acts and Laws

- o Equality Act 2010
- o Public Sector Equality Duty
- o Section 13
- o Well-Being of Future Generations (Wales) Act 2015
- o Simple Change #39
- o Employment Equality Regulation



(Please see references slide)



In the Work Place

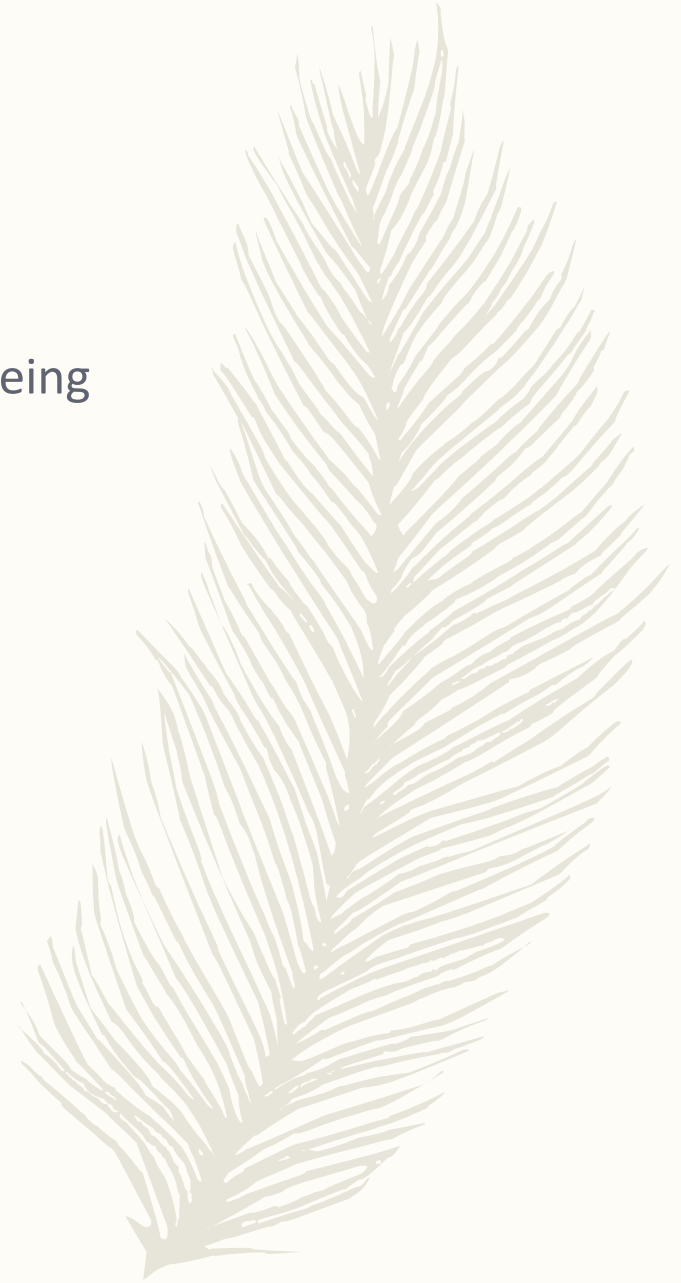
- o Muslim Council of Britain – MCB.
- o A strong business case for happy employees.
- o Imaginative alternatives are not drastic or costly.
- o Can be accused of indirect discrimination if such changes are not made.
- o 'Is Wales Fairer?'
- o 40% of the Muslim population in Wales is under 25 years old.

(Please see references slide)

A Framework for Organisations

- o Faith-avoiding – Organisations see the inclusion of faith in the work place as being problematic and counterproductive.
- o Faith-based – organisations that are grounded in one particular faith.
- o Faith-safe – organisations comply with legal minimum standards.
- o Faith-friendly – organisations that go beyond minimum legal requirements.

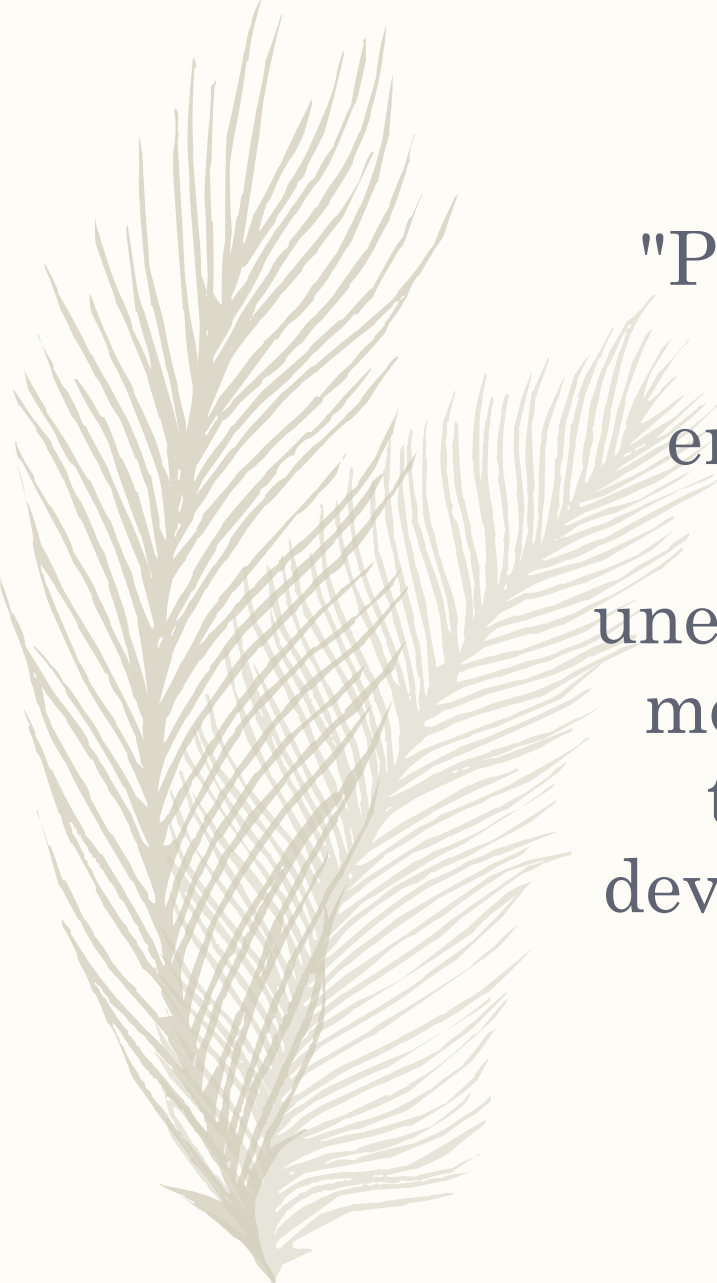
(Equality and Human Rights Commission, 2015, p. 5)





The Internal Prejudice

- o I am not prejudice.
- o Internal reactions, thoughts, triggers and behaviors.
- o All practitioners commit micro-aggressions.
- o Recognising my own internal prejudice.
- o Liberal practitioners are most likely to commit micro-aggressions.
- o Become complacent as never said in malice.



"Personal moral qualities are internalised values that shape how we relate to others and our environment. They represent a moral energy or drive that may operate unconsciously and unexamined. This moral energy or drive is ethically more beneficial when consciously examined from time to time and used to motivate our ethical development or shape how we work towards a good society"

(BACP, 2018)



Professional Journey Forward

- o Therapy.
- o Supervision.
- o Group supervision with diverse practitioners.
- o Researching and learning.
- o Constantly challenge myself.

To Conclude

- o Despite many Laws, Acts and Policies, discrimination still takes place.
- o Lack of understanding creates prejudice.
- o Primitive tribal drives.
- o As counsellors we are to look within, to be aware, to challenge ourselves.
- o Congruence.
- o Client Autonomy .
- o Justice.
- o Self-respect.



A decorative graphic of a feather, rendered in a light beige or tan color, is positioned on the left side of the slide. It has a central rachis with numerous barbs extending outwards, giving it a soft, organic appearance.

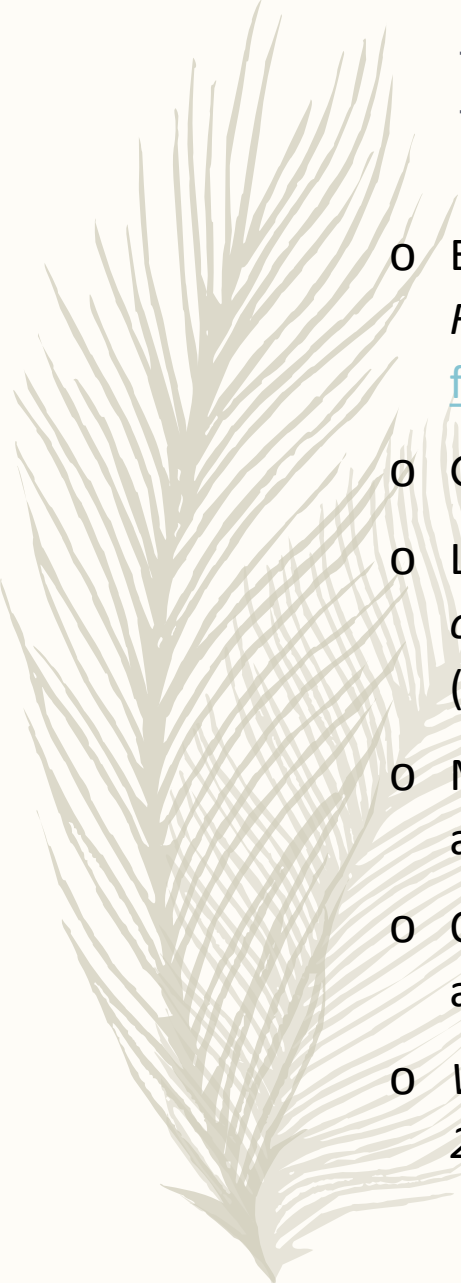
Thanks for Listening

Any Questions?



Reference List -

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- o *Well-Being of Future Generations (Wales) Act 2015*. Available at: <https://futuregenerations.wales/aotp/equality/> (Accessed on 15th April 2019).