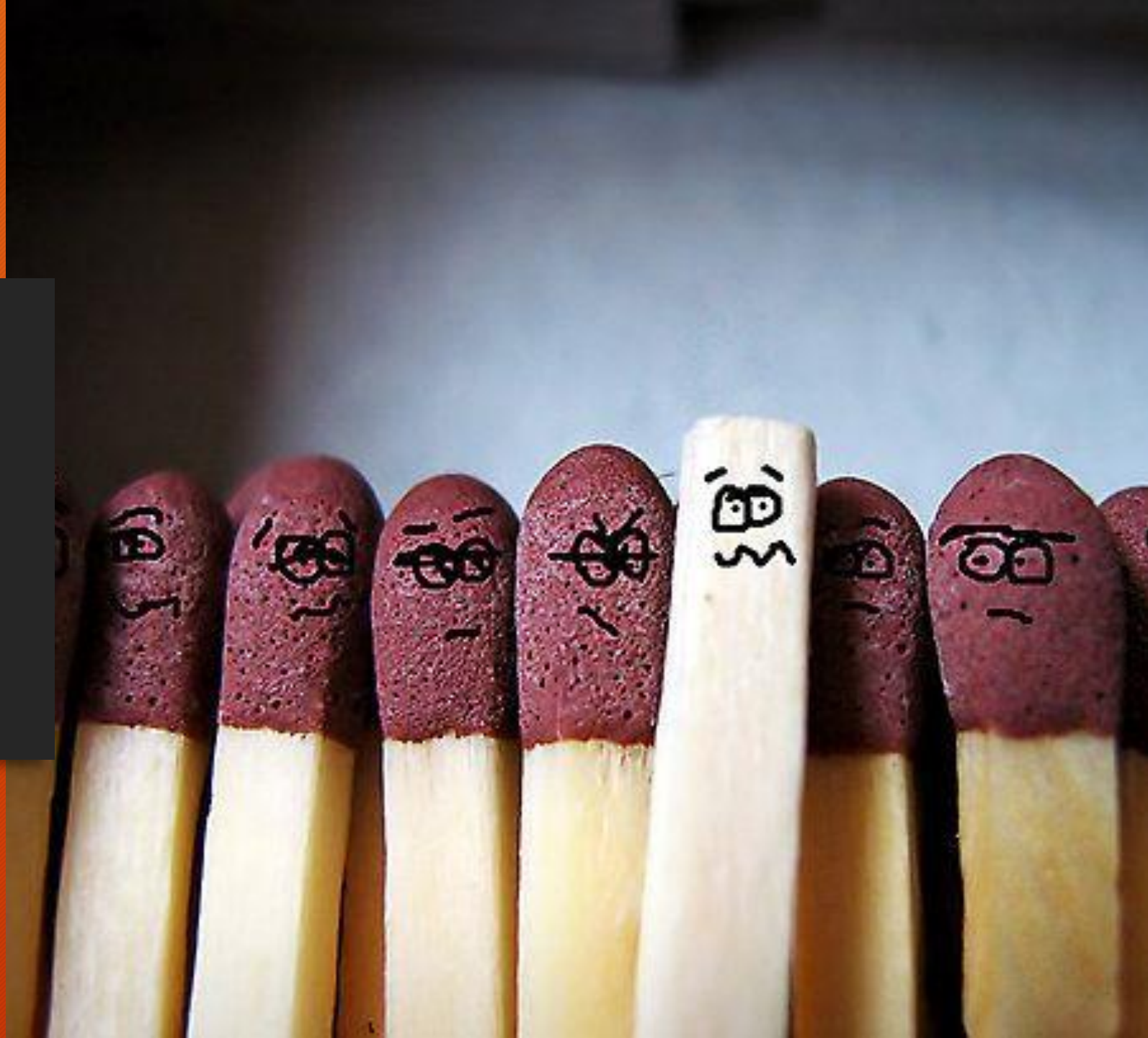


Discrimination

Equal opportunities, diversity and
anti-discriminatory practice

By Donna James

1804666





**YOU'RE ENTITLED TO
YOUR OWN
OPINIONS, BUT NOT
YOUR OWN FACTS**

MICHAEL BLOOMBERG

PICTUREQUOTES.COM

**The
ignorant
are
ignorant of
their
ignorance.**

Peter Baskerville



THE CONFUSION

- Prejudice - Thought process
- Discrimination - Act

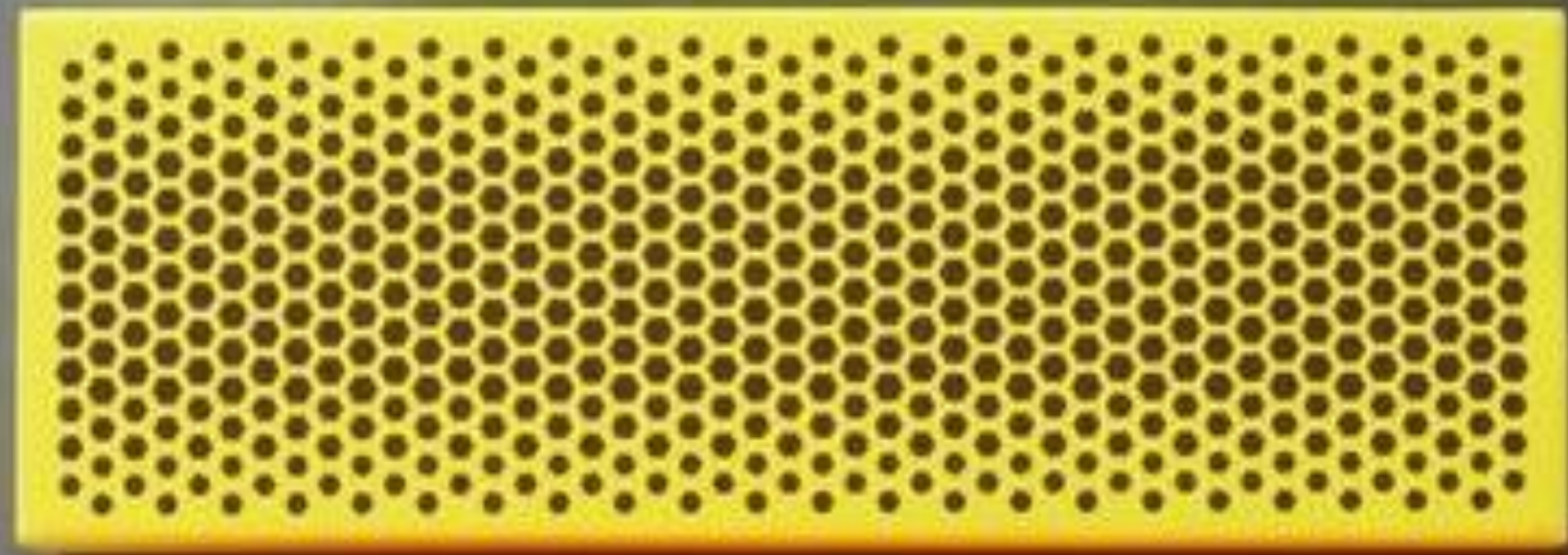






(Nickerson, 1998)

Confirmation bias is the tendency people have to seek, interpret and remember information that confirms their preconceptions. A confirmation bias happens when people give more weight to evidence that confirms their hypothesis and undervalue evidence that could disprove it.



Guns don't kill people,
people do...

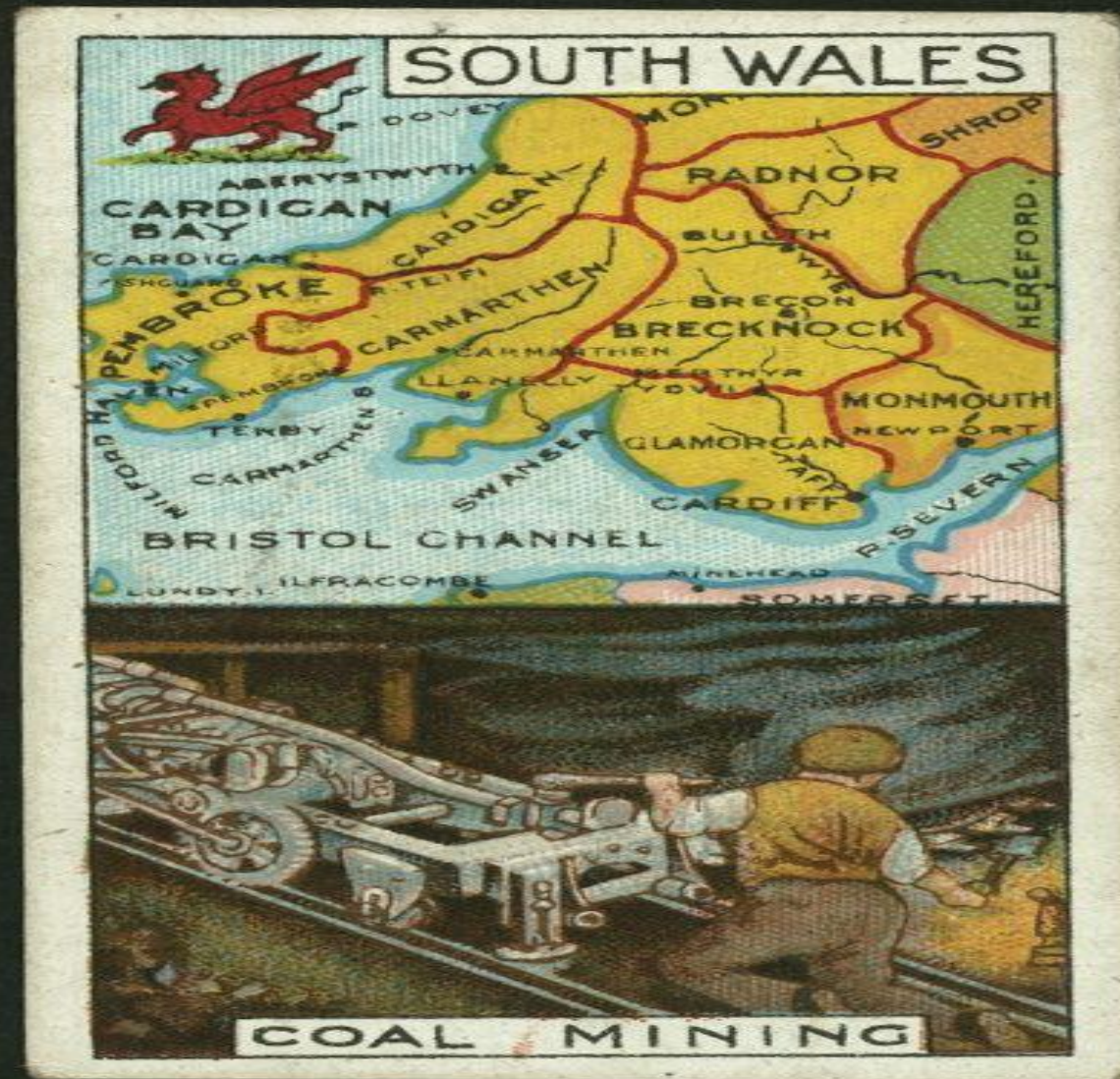


Prejudice/Discrimination...

- Prejudice - Thought process
- Discrimination - Act







IMMIGRANTS

**ARE
WELCOME
HERE**



الحب

Love

الحكمة

Wisdom

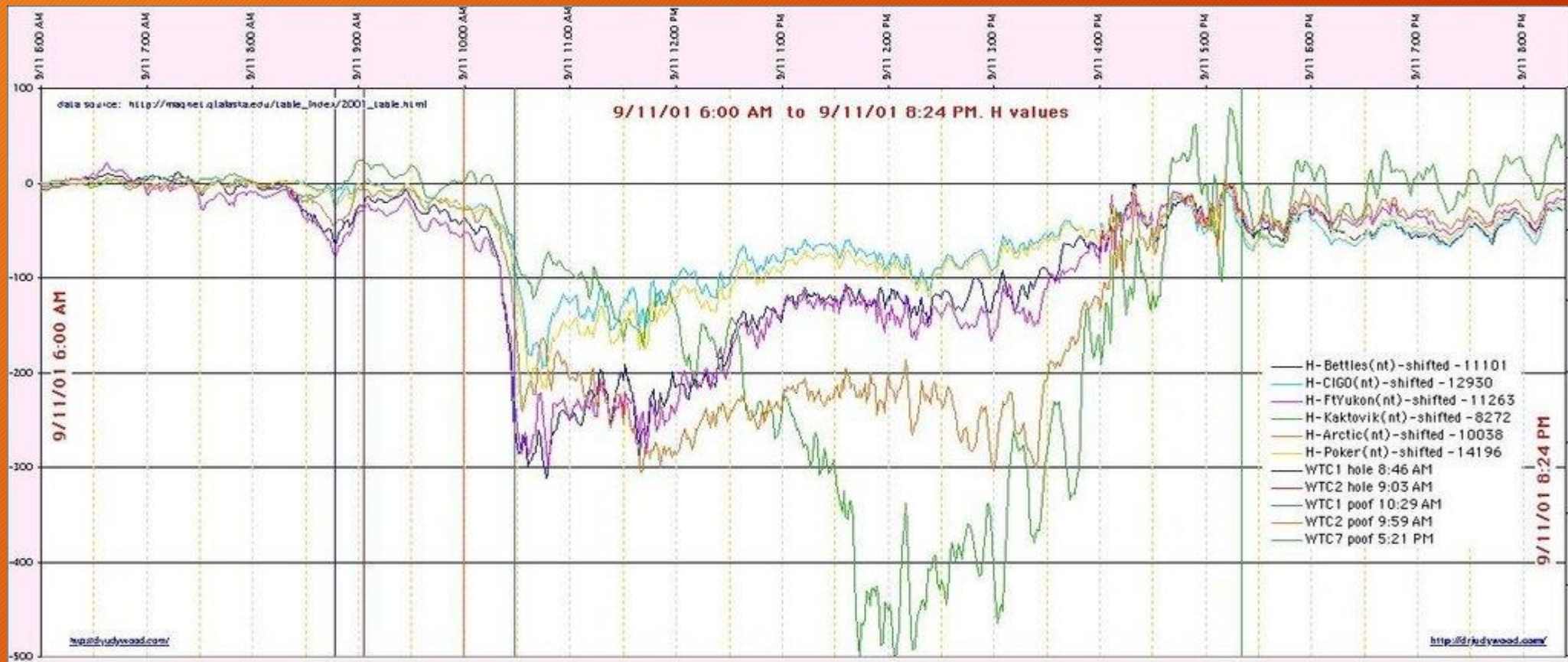
السَّلام

Peace

الحياة

Life





(Kiger, NationalGeographic, 2011)



Prejudice - Confirmation Bias - Discrimination





It's all in the name.....

256 job
applications were
sent out over a
15 month period

An Arab male
needed to have sent
out two applications
to every one
application sent out
by an applicant with
a non Arab name in
order to receive a
call back for
interview

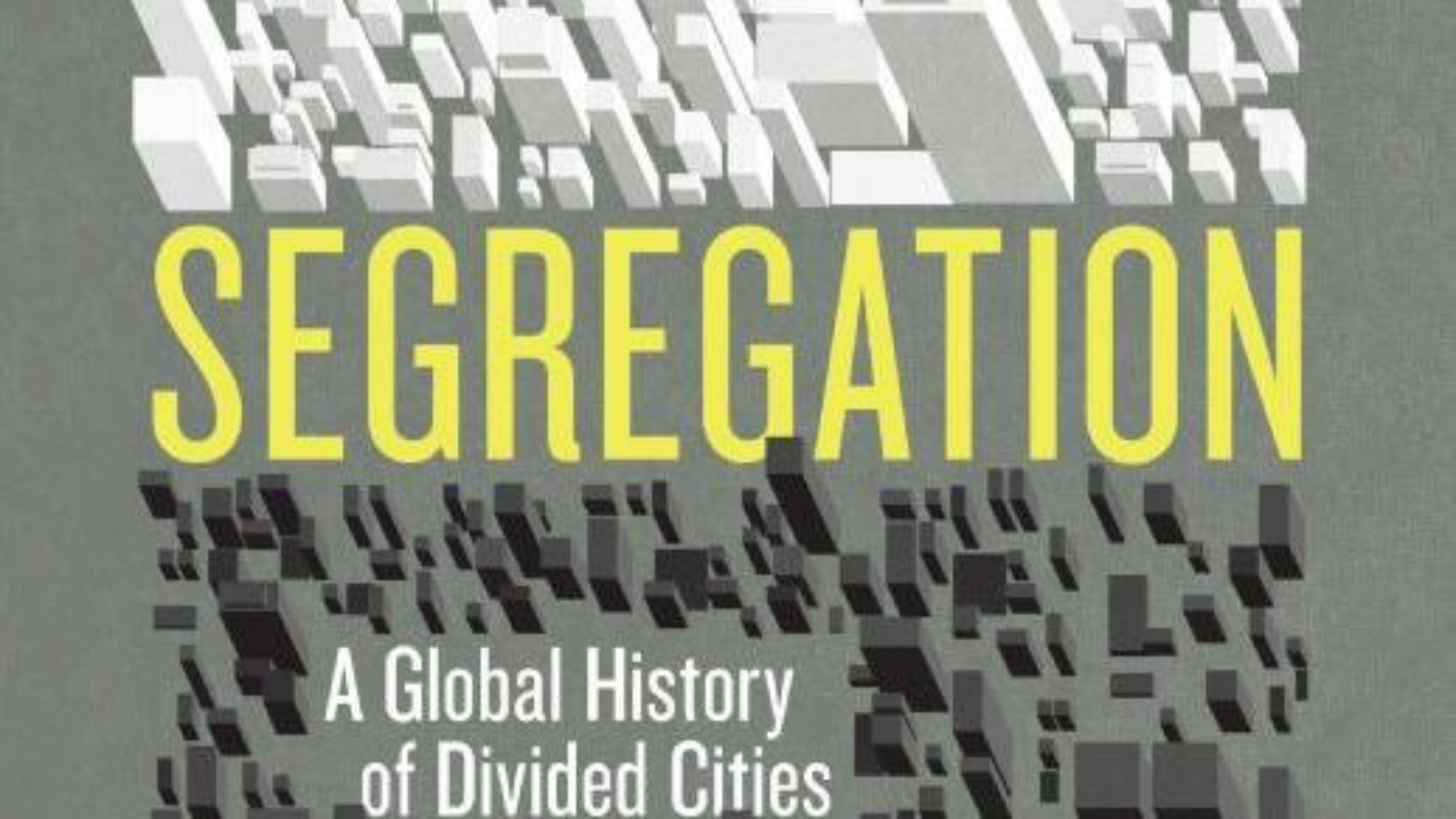


The findings suggest that the difference in call backs may be the result of discrimination against the perceived race/ethnicity of the applicant.

(Widner & Chicoine, 2011)







SEGREGATION

A Global History
of Divided Cities



THERE ARE TWO
SIDES TO EVERY
STORY

SEGREGATION

(Finney & Simpson, 2009)

'Sleepwalking to segregation'?

Challenging myths about race and migration



Nissa Finney and Ludi Simpson

Ghetto Communities

(Finney & Simpson, 2009).



(Nickerson, 1998)

Confirmation bias is the tendency people have to seek, interpret and remember information that confirms their preconceptions. A confirmation bias happens when people give more weight to evidence that confirms their hypothesis and undervalue evidence that could disprove it.

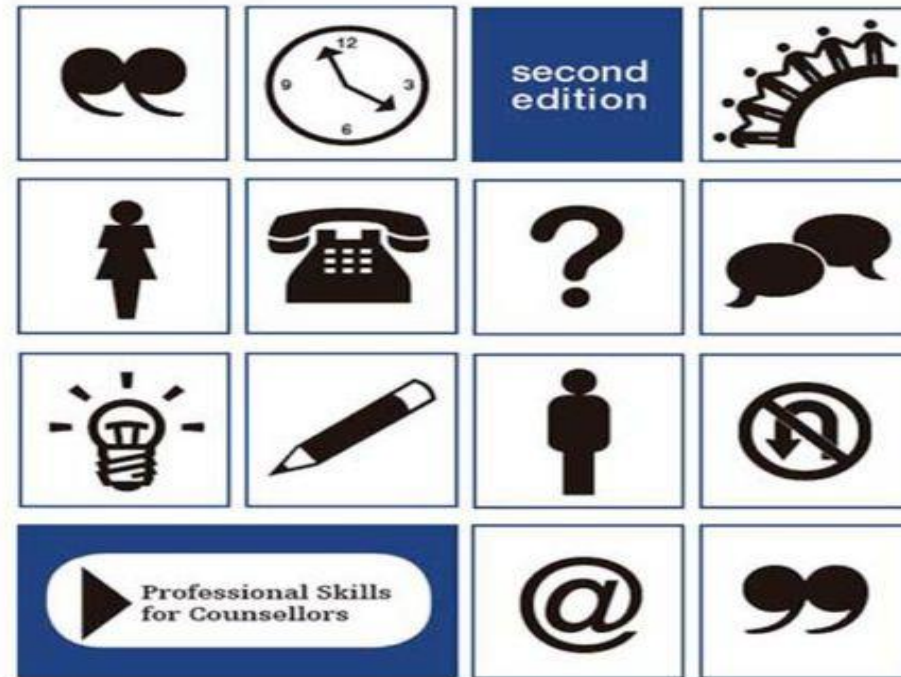


**STOP
DISCRIMINATION
NOW**

We all have prejudices... whether we are aware of them or not...

- (Lago & Smith, 2010).

Anti-Discriminatory Practice in Counselling & Psychotherapy



Edited by **Colin Lago & Barbara Smith**



Ethical Framework for the Counselling Professions

BACP (2018)

Guidance to work in a non discriminatory manner

**Duncan Lawrence is a BACP Fellow,
a diversity and equality consultant-
trainer, therapist, and a sports
professional (US/UK/EU and the
Caribbean).**

(Lawrence, 2016).



“Some therapists and even organisations do not have the competence and or confidence to assess racial and cultural minorities”

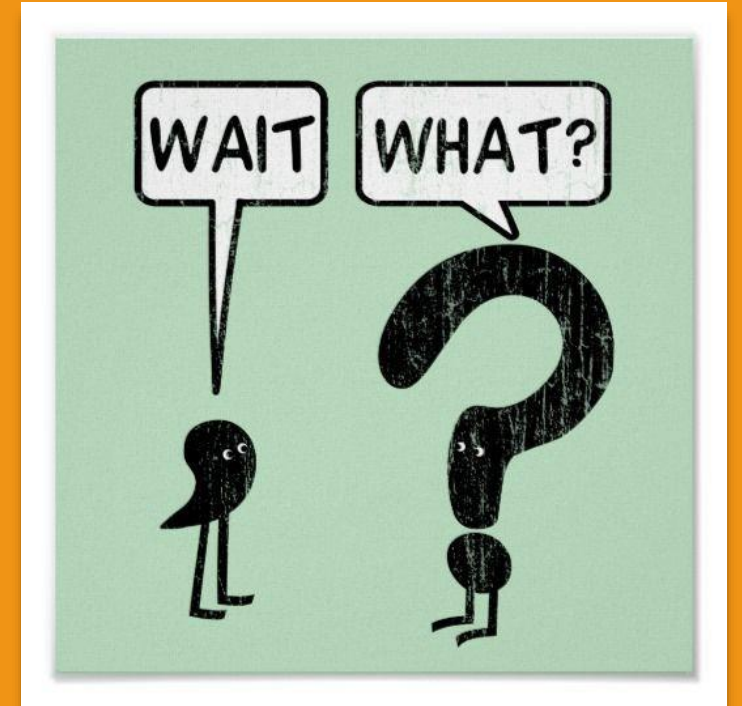
(Lawrence, 2016).



In order to work as a therapist within a diverse society Lawrence (2016) suggests that therapists ask themselves the following questions:

- “Am I aware of my emotions when faced with situations related to human diversity generally (including my own)?”
- “How do these emotions show themselves? For example, do I act defensively or push others away? Do I seek out advice from a diverse wisdom pool or do I continue to do as I always do? Am I secretive? Do I bury my head? Do I blame the diversity challenge? Do I act all-knowing? Am I politically correct?”

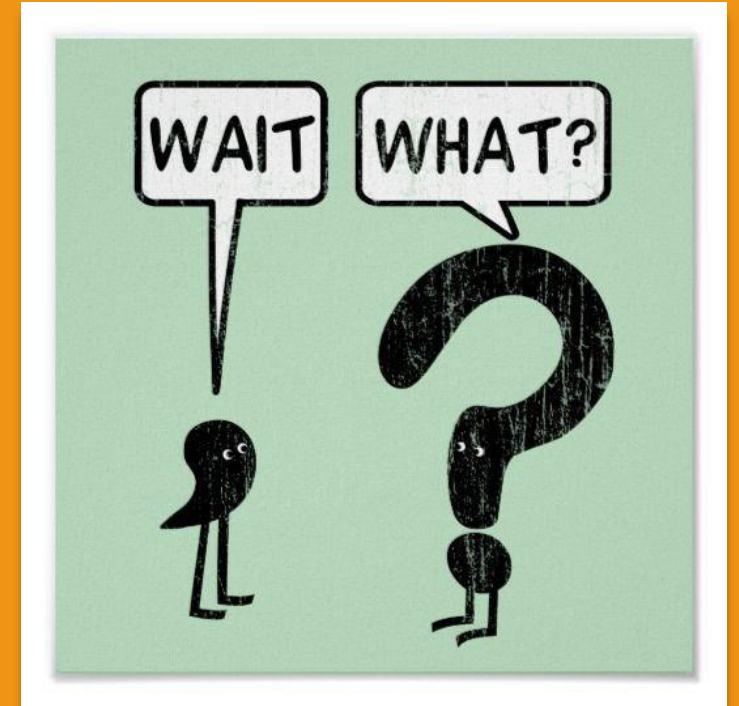
(Lawrence, 2016)



In order to work as a therapist within a diverse society Lawrence (2016) suggests that therapists ask themselves the following questions:

- “Am I aware of the impact of ‘privilege’ and how it can manifest in me, in my potential clients and their families and carers, in my training provision and or service delivery?”
- “With regard to my relationship patterns (within myself, with my family, with those around me etc), do I live, work and think within ‘my own bubble’ ? or am I positively aware of the impact of existing with several other bubbles that may be intersecting with and or missing mine every single day? If I do, what do I do with this awareness? Do I commit to becoming a better resource to my profession, to my current and future clients and their community?”

(Lawrence, 2016)



And last....
But not least....

- “What am I prepared to do to improve my emotional readiness?”

(Lawrence, 2016)



(Jung, 1959).



The Shadow Self

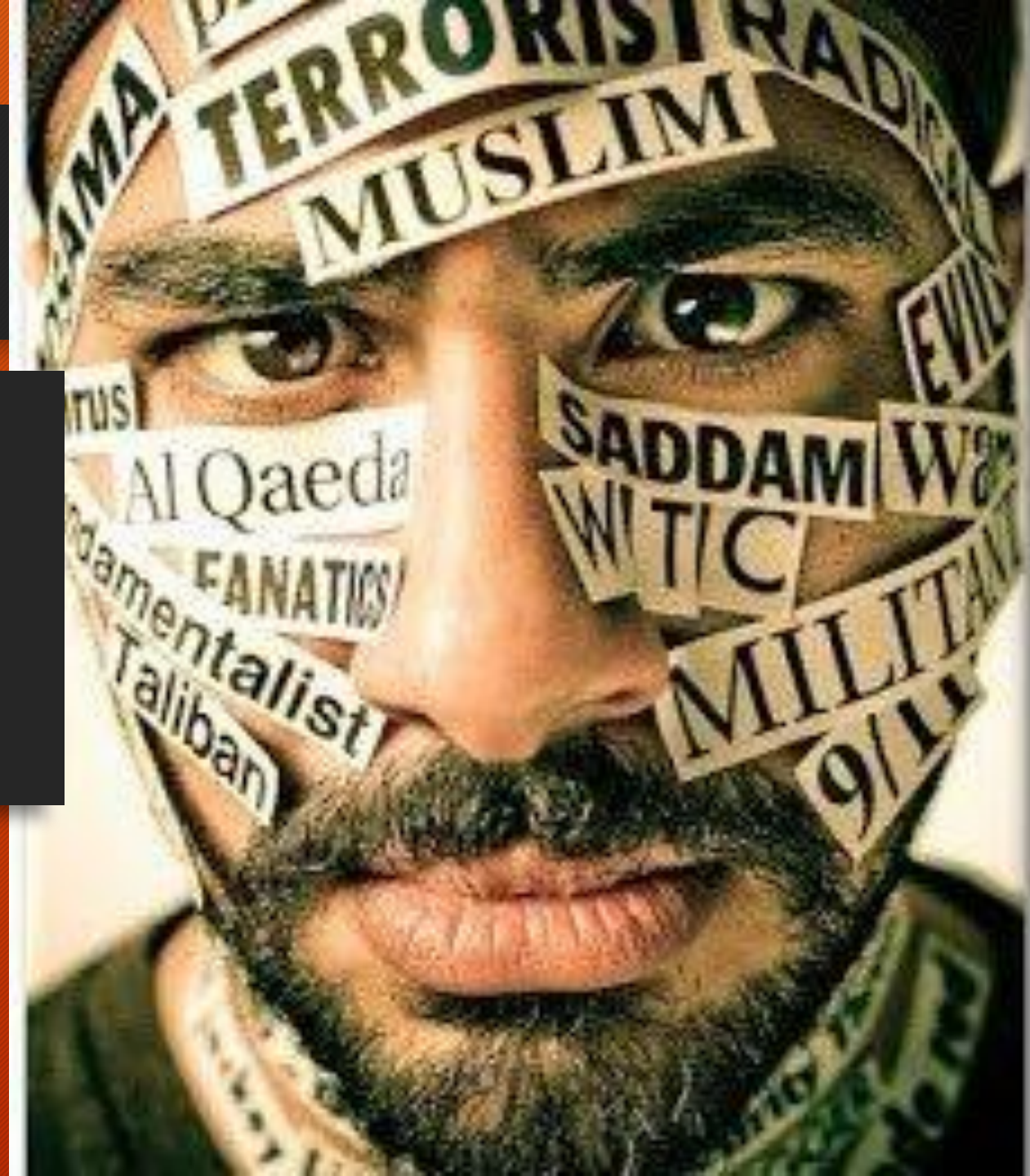
noun (English)

The dark place within your subconscious mind that contains every taboo thought, feeling, desire or personality trait that you have rejected, buried or suppressed.

We all bleed
the same
colour...



Labels are
NOT for
people....



(Nickerson, 1998)

Confirmation bias is the tendency people have to seek, interpret and remember information that confirms their preconceptions. A confirmation bias happens when people give more weight to evidence that confirms their hypothesis and undervalue evidence that could disprove it.

Prejudice - Confirmation Bias - Discrimination



Judging a person
does not define
who they are?
It defines
who you are?



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