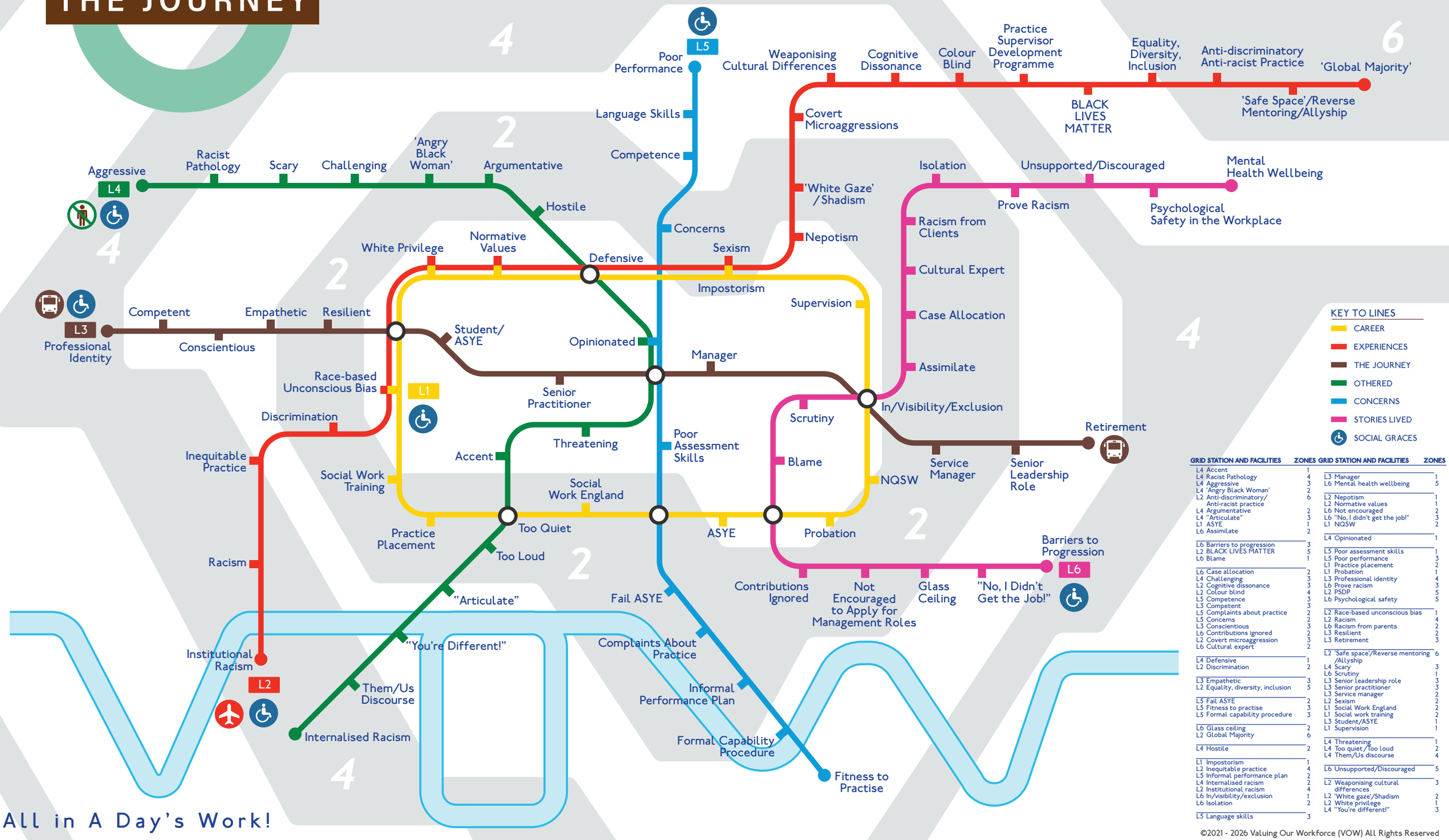
EXPERIENCES OF BLACK, SOUTH ASIAN, & *RACIALLY MINORITISED* PRACTITIONERS ALONG THEIR SOCIAL WORK JOURNEY

THE JOURNEY



KEY TO LINES

- CAREER
- EXPERIENCES
- THE JOURNEY
- OTHERED
- CONCERNS
- STORIES LIVED
- SOCIAL GRACES

GRID	STATION AND FACILITIES	ZONES
L4	Accent	1
L4	Racist Pathology	4
L4	Aggressive	3
L4	'Angry Black Woman'	2
L2	Anti-discriminatory/ Anti-racist practice	6
L4	Argumentative	2
L4	"Articulate"	3
L1	ASYE	1
L6	Assimilate	2
L6	Barriers to progression	3
L2	BLACK LIVES MATTER	5
L6	Blame	1
L6	Case allocation	2
L4	Challenging	3
L2	Cognitive dissonance	3
L2	Colour blind	4
L5	Competence	3
L3	Competent	3
L5	Complaints about practice	2
L5	Concerns	2
L3	Conscientious	3
L6	Contributions ignored	2
L2	Covert microaggression	3
L6	Cultural expert	2
L4	Defensive	1
L2	Discrimination	2
L3	Empathetic	3
L2	Equality, diversity, inclusion	5
L5	Fail ASYE	2
L5	Fitness to practise	3
L5	Formal capability procedure	3
L6	Glass ceiling	2
L2	Global Majority	6
L4	Hostile	2
L1	Impostorism	1
L2	Inequitable practice	4
L5	Informal performance plan	2
L4	Internalised racism	2
L2	Institutional racism	4
L6	In/visibility/exclusion	1
L6	Isolation	2
L5	Language skills	3
L3	Manager	1
L6	Mental health wellbeing	5
L2	Nepotism	1
L2	Normative values	1
L6	Not encouraged	2
L6	"No, I didn't get the job!"	3
L1	NQSW	2
L4	Opinionated	1
L5	Poor assessment skills	1
L5	Poor performance	3
L1	Practice placement	2
L1	Probation	1
L3	Professional identity	4
L6	Prove racism	3
L2	PSDP	5
L6	Psychological safety	5
L2	Race-based unconscious bias	1
L2	Racism	4
L6	Racism from parents	2
L3	Resilient	2
L3	Retirement	3
L2	'Safe space'/Reverse mentoring /Allyship	6
L4	Scary	3
L6	Scrutiny	1
L3	Senior leadership role	3
L3	Senior practitioner	3
L3	Service manager	2
L2	Sexism	2
L1	Social Work England	2
L1	Social work training	2
L3	Student/ASYE	1
L1	Supervision	1
L4	Threatening	1
L4	Too quiet/Too loud	2
L4	Them/Us discourse	4
L6	Unsupported/Discouraged	5
L2	Weaponising cultural differences	3
L2	'White gaze'/Shadism	2
L2	White privilege	1
L4	"You're different!"	3

©2021 - 2026 Valuing Our Workforce (VOW) All Rights Reserved