**Interview 3 – Racism**

In this clip the Ani and Fiola explore their experiences of racism and the feelings these engender.

**Suggested Learning or Discussion Points for Educators and Trainees**

* Subtle racism: ‘if you sense it, I guess it’s there’. What stops trainers and trainees discussing this topic? Why? How can we overcome this?
* What are the on-going consequences of repeated subtle racism on the doctor?
* An example of overt racism – how would you feel as the doctor in this situation?
* Dealing with overt racism: ‘firm and decisive action... straight away’. How often does this happen? What are the barriers?
* ‘I froze’... ‘I was sobbing’. Discuss the impact of racism on the doctor.
* Have you personally had experiences of racism, or witnessed racism in the workplace?

**Additional suggestions for trainers:**

* Having the conversation: ‘What do you think of the trainer asking about it?’... ‘I think it would help’. As a trainer do you feel comfortable approaching this subject? If not, what would help?
* Recognising the strength of emotion that may be associated with this subject. How can we support trainees? How would you debrief a trainee in a similar situation?

**Resources**

* Equality and Human rights Commission: race equality resources

<http://www.equalityhumanrights.com/about-us/vision-and-mission/our-business-plan/race-equality/>