



Principles for Good Practice: Ethnic Diversity

- **Individuality** – recognise ethnicity as one aspect of identity and stay aware of both your own and the client's cultural frame of reference.
- **Self-awareness** – pay attention to your own biases, assumptions, non-verbal communication, and limitations.
- **Cultural sensitivity** – use sensitive, appropriate language, and attend to the spoken and unspoken cultural differences in communication, perspective, and expectations.
- **Openness & Co-creation** - Stay open and curious in service of the relationship, not as a substitute for learning. Naming barriers to understanding and inviting the client's preferences and unique cultural frame of reference.
- **Safety, Congruence & Growth** - Provide a safe, non-judgemental environment, for expression and exploration. Acknowledge your internal responses and barriers and engage honestly within supervision to identify areas for ongoing learning around diversity.
- **Compassion & Respect** - Hold compassion and respect for both yourself and your clients' unique perspectives and humanity. Endeavour to find 'Unity in Diversity' and remember that oppression is systemic.