

*A little about
Integrate...*



Our Vision:
Gender and racial equality and cross cultural
cohesion



Integrate UK was founded in 2007 by four girls who were determined to break the silence around the practice of female genital mutilation (FGM). The organisation was registered as a charity in 2009 under the name Integrate Bristol and went national in December 2016.

Over the years, Integrate has engaged thousands of young people in its creative and educational projects, many of which have addressed controversial issues relating to gender and racial inequalities that the young people identified as having a negative impact on their lives.



Our young activists make educational video resources, write plays and organise conferences to improve safeguarding and change policy and practice around issues and our older members use the resources and lesson plans to deliver workshops in schools nationally.



Access

Representation



Cultural contexts and barriers

Safeguarding



Hijabs & Miniskirts

Participation



Emotional wellbeing



Challenging Gender and racial inequalities

How we engage young people in our projects

We:

- 1) Promote the project amongst existing and new service users.
- 2) Create an environment that is:
 - safe and nurturing
 - where everyone has a voice & everyone has something to contribute
 - open to emotions and expression (trusting)
 - collaborative
 - is focussed on positive change and empowerment
- 3) We have a **Youth Board and youth steering groups**, through which young people shape our projects and steer our work. Young people are supported through peer support groups, one to one and small group meetings.



Trauma informed approach

1. Participants should feel **safe** - creating a safe, nurturing environment and establishing **trust** so participants feel able to share their lived experiences. Participants must have agency and control.
2. **Listening and believing**, rather than 'offering solutions' or giving answers.
3. **Peer support**, including for staff who may be affected by trauma
4. **Equality, not hierarchy**: seeing **participants as partners** rather than 'recipients'



What we understand by racial trauma

Racism manifests in numerous ways, as can the impact and degree of trauma a person might experience. A person's trauma is *their* lived experience, it is real.

- Complex and Intersectional (ACEs, religion, gender, colourism, access, honour based abuse, participation and representation)
- Racial trauma can be intergenerational (conflict/slavery/colonialism); people are affected by historical racism.
- Exposure: reading accounts of hate crimes/footage online can be triggering.
- Stigmatisation of mental health in many racialised communities increases barriers to seeking support.
- Gaslighting on one side and normalisation on the other leads to internalisation
- Inability to access services or if they do, there is a tendency of white therapists to project their own understanding or experiences of societal and familial constructs.