

## HIBISCUS TRAINING PACK

### HOW TO BEST SUPPORT BLACK, MINORITISED AND MIGRANT WOMEN

- Trainer: Policy Officer
- Training format: Zoom (Online) or In-person
- Duration: 2hrs

#### Aim:

This training is intended for organisations that wish to work to better support Black, minoritised and migrant women who are involved in the immigration and/ or criminal justice systems. The training will work to address the additional disadvantages faced by these women. The overall goal is to teach organisations to identify and highlight the unique intersectional challenges of being a Black, minoritised and migrant woman. The session will provide attendees with information and practical tools to use in their work.

#### Outcomes:

- Attendees will leave with an understanding of the compounding issues and biggest challenges faced by Black, minoritised and migrant women.
- Attendees will learn how to address the intersectional needs of Black, minoritised and migrant women in the Immigration and/or Criminal Justice systems.
- Attendees will receive a toolkit that they can refer to when working with Black, minoritised and migrant women to ensure support provided is suitable.
- Attendees will gain knowledge and skills that they can apply to casework and activities that are being conducted for Black, minoritised and migrant women.

#### Session structure:

Introduction (5 min)

Part 1 (50 min) – Learning Key Disadvantages

- What disadvantages Black, minoritised and migrant women experience?: Group Jamboard
- Case study: Khadija' story
- Discussion:
  - Institutional racism in Home Office and policing system
  - An intersectional approach
  - Intersectional feminism

Break (5 min)

Part 2 (50 min) – Identifying Support Needs

- Support available & organisations: Sandra' story
- What is our responsibility to Black, minoritised and migrant women?: Discussion

Q&A (10 min)

## CULTURAL MEDIATION

- Trainer: Cultural Mediation Project Officer
- Training format: Zoom (Online) or In-person
- Duration: 2hrs

### Aim:

This training provides information on Cultural Mediation and its benefits when applied to communicate with and support migrant women. The aim is to provide an understanding of the language and cultural difficulties faced by migrant women and how these can be overcome with a Cultural Mediation approach. It will focus on women survivors of trafficking and/or gender-based violence. The session will also enhance the skills of frontline workers who already have an understanding of another language, religion and/or culture.

### Outcomes:

- Attendees will gain an understanding of the concept of Cultural Mediation and the benefits of using it to communicate with and support migrant women with language and cultural needs.
- Attendees will learn how Cultural Mediation can achieve better access to support, justice and understanding for migrant women survivors of gender-based violence.
- Attendees will identify and develop the skills and best practices required to adopt the Cultural Mediation methodology.
- Attendees will leave with information and tools that could be applied to their own work and organisations.

### Session structure:

Introduction (5 min)

Part 1 (50 min) - Understanding Cultural Mediation

- Scenarios: Group activity
- What is Cultural Mediation: Discussion
  - What do you understand by the concept of 'Cultural Mediation'?
  - What do you think a cultural mediator does?
- The role of the Cultural Mediator: Video

Break (5 min)

Part 2 (50 min) – Skills & Best Practice

- Cultural Mediation skills: Elira's story
- Best practice: Do's and Don'ts

Q&A (10 min)

## MODERN SLAVERY AND ANTI-TRAFFICKING WORK

- Trainer: Anti-trafficking Project Worker
- Training format: Zoom (Online) or In-person
- Duration: 2hrs

### Aim:

This training introduces Human Trafficking and Modern Slavery, including the different forms of exploitation and how to identify them. The aim is to offer an overview of what Human Trafficking is and how to best support those who are survivors. It includes information on the National Referral Mechanism, how to act when someone discloses a trafficking experience and how to advocate for the rights of survivors of trafficking in the UK.

### Outcomes:

- Attendees will identify Human Trafficking and Modern Slavery and the different types of exploitation.
- Attendees will learn about the specific needs and support required for survivors of trafficking and the obstacles they encounter when disclosing and navigating the systems in place.
- Attendees will leave the session with tools to better identify and support survivors of trafficking.
- Attendees will gain an understanding of the National referral Mechanism and the support available for survivors of trafficking in the UK.

### Session structure:

Introduction (5 min)

Part 1 (50 min) – Indicators of Trafficking

- Presentation: Forms of exploitation and their indicators
- Case studies: Group activity

Break (5 min)

Part 2 (50 min) – Support available & advocacy

- NRM & Victim Care contract
- What steps should you take?: Discussion
- Best practice: Do's and Don'ts

For a quote and further information please contact: [ghadah@hibiscus.org.uk](mailto:ghadah@hibiscus.org.uk) or [silvia@hibiscus.org.uk](mailto:silvia@hibiscus.org.uk)