Workbooks & Guides

Cultural Liberation Workbook

Practical exercises and frameworks for embedding
anti-racist practice in your daily work

"Liberation is not an event. It is a daily practice."

— Ava Thompson

Welcome to the Cultural Liberation Workbook

This workbook is your practical companion for embedding anti-racism into the fabric of your daily work. While the Reflective Journal holds your inner journey, this workbook holds your outer practice—the checklists, frameworks, and action tools that turn insight into impact.

This is not a tick-box exercise. Each tool here is designed to be used repeatedly, adapted to your context, and shared with your team. Liberation is a daily practice, not a one-off event.

Section 1: Daily Liberation Practices

These are micro-practices you can embed into your daily routine. Start with one, then build. Consistency matters more than intensity.

Morning Grounding Ritual (2 minutes)

Before your shift begins, take a Phoenix Pause:

■ Place your hand on your heart. Feel what is already true.

■ Take three breaths: in for 4, hold for 2, out for 6.

■ Set an intention: "Today I will notice one moment where I can choose presence over performance."

■ Name one value you want to lead with today (e.g. courage, compassion, truth).

The Equity Lens Check (during handover/meetings)

Use these questions to apply an equity lens to any decision:

■ Who is affected by this decision? Whose voice is missing?

■ What assumptions are we making about the patient/service user?

■ Would this decision be different if the person were white/from a different background?

■ What language are we using? Does it carry hidden bias? (Check: 'non-compliant', 'difficult', 'aggressive')

■ What data are we relying on? Who collected it, and what might it miss?

End-of-Day Reflection (3 minutes)

Before you leave, capture one moment from the day:

■ Did I notice bias today? (In myself, a colleague, a system)

■ Did I speak up or stay silent? What influenced my choice?

■ Did I use the Phoenix Pause? What happened when I did?

■ What is one thing I would do differently tomorrow?

Daily Practice Log

Track your daily practices for two weeks:

Day	Morning Ritual	Equity Lens Used?	Phoenix Pause?	Key Observation
Mon				
Tue				

Wed				
Thu				
Fri				
Mon				
Tue				
Wed				
Thu				
Fri				

Section 2: Team Facilitation Frameworks

Framework 1: The Brave Space Agreement

Before any team conversation about race, establish a Brave Space Agreement. This is different from a 'safe space'—it acknowledges that growth requires discomfort.

> **Brave Space Principles:** *We will be honest, even when it is hard. We will listen to understand, not to respond. We will hold discomfort without running from it. We will assume positive intent while acknowledging impact. We will maintain confidentiality.*

Your Team's Brave Space Agreement:

- We agree to… (write your team's version)
- We will not…
- When someone is hurt, we will…
- When we disagree, we will…
- This agreement will be reviewed on… (date)

Additional agreements from your team:

Framework 2: The CREP-D² Application Tool

The CREP-D² framework (Celebrate, Recognise, Empower, Protect — Disrupt, Democratise) can be applied to any team situation. Use this template:

CREP-D² Element	Question to Ask	Your Application
Celebrate	What cultural strengths can we honour?	
Recognise	What harm or bias needs naming?	

Empower	Who needs more voice or agency?	
Protect	Who is vulnerable and needs safeguarding?	
Disrupt	What system or norm needs challenging?	
Democratise	How can we share power more equitably?	

Framework 3: The Oxytocin Diamond in Practice

The Oxytocin Diamond has four faces: Safety, Celebration, Connection, and Growth. Use this framework to assess and improve any interaction or environment.

Diamond Face	What it looks like in practice	How to strengthen it	Current rating (1-5)
Safety *Do people feel psychologically safe?*			
Celebration *Are cultural identities honoured?*			
Connection *Are relationships authentic?*			
Growth *Is there space for learning from mistakes?*			

Section 3: Case Study Analysis Framework

Use this framework to analyse any case study, incident, or situation through an anti-racism lens. Complete one for each lesson or whenever you encounter a relevant situation.

Case Study Analysis 1

Describe the situation briefly:

Who was involved? What were the power dynamics?

What bias or systemic issue was present (visible or hidden)?

How could the CREP-D² framework be applied here?

What would Ava do? (Use the Phoenix Pause lens)

What action will you take as a result of this analysis?

Case Study Analysis 2

Describe the situation briefly:

Who was involved? What were the power dynamics?

What bias or systemic issue was present (visible or hidden)?

How could the CREP-D² framework be applied here?

What would Ava do? (Use the Phoenix Pause lens)

What action will you take as a result of this analysis?

Case Study Analysis 3

Describe the situation briefly:

Who was involved? What were the power dynamics?

What bias or systemic issue was present (visible or hidden)?

How could the CREP-D² framework be applied here?

What would Ava do? (Use the Phoenix Pause lens)

What action will you take as a result of this analysis?

Section 4: Ward & Service Equity Audit

This audit tool helps you systematically evaluate your ward, service, or department through an equity lens. Complete it quarterly to track progress.

Environment Audit

■ Are images and materials on the ward/in the service culturally diverse?

■ Is information available in multiple languages where needed?

■ Are dietary and cultural needs routinely asked about and met?

■ Is there a quiet space that can be used for prayer or cultural practices?

■ Are visiting policies flexible enough for diverse family structures?

■ Is the complaints process accessible to people with limited English?

Language Audit

Review the last 10 sets of clinical notes. How often do you see:

Phrase / Pattern	Count	Alternative language
'Non-compliant' or 'refused'		
'Aggressive' or 'threatening'		
'Difficult' or 'challenging'		
'Poor historian'		
Absence of cultural context		
Family framed as 'problem'		

Data Equity Audit

Review your service data through an equity lens:

■ Are outcomes disaggregated by ethnicity?

■ Are there disparities in waiting times by ethnic group?

■ Are BAME staff proportionally represented at all levels?

■ Is there a disparity in complaints or use of restrictive interventions by ethnicity?

■ Are patient experience surveys analysed by ethnicity?

■ Is cultural background recorded accurately and consistently?

Key findings from your data audit:

Three actions to address data inequities:

Section 5: Liberation Action Plans

Create concrete, time-bound action plans for implementing anti-racist change.

30-Day Plan

Action	Who	By When	Resources	PCREF Domain	Status
1.					
2.					
3.					

4.					

90-Day Plan

Action	Who	By When	Resources	PCREF Domain	Status
1.					
2.					
3.					
4.					

6-Month Vision

Action	Who	By When	Resources	PCREF Domain	Status
1.					
2.					
3.					
4.					

Section 6: Navigating Difficult Conversations

A step-by-step guide for having conversations about race that are brave, honest, and constructive.

Before the Conversation

- Take a Phoenix Pause. Ground yourself.
- Clarify your intention: am I seeking to understand, to challenge, or to support?
- Consider the other person's context: what might they be carrying?
- Choose the right time and place (private, unhurried, respectful).
- Prepare yourself for discomfort—yours and theirs.

During the Conversation

- Lead with curiosity, not accusation: "Help me understand…"
- Name what you see, not what you assume: "I noticed…" not "You are…"
- Use 'I' statements: "I felt uncomfortable when…"
- Listen more than you speak. Allow silence.
- Acknowledge emotion without trying to fix it.
- Focus on impact, not intent: "Regardless of intention, the impact was…"

After the Conversation

- Take another Phoenix Pause. How are you feeling?
- Write down what happened while it's fresh (use the log below).
- Follow up with the person within 48 hours.
- Seek support if you need it—debrief with a trusted colleague.
- Celebrate your courage, regardless of the outcome.

Conversation Log

Conversation 1

Date, context, and who was involved:

What I said / did:

>

What happened? How did they respond?

>

What I learnt:

>

Conversation 2

Date, context, and who was involved:

>

What I said / did:

>

What happened? How did they respond?

>

What I learnt:

>

Conversation 3

Date, context, and who was involved:

>

What I said / did:

What happened? How did they respond?

What I learnt:

Quick Reference Cards

Tear out or photograph these reference cards for daily use.

THE PHOENIX PAUSE — Quick Reference

Step 1: Hand to Heart — "Feel what is already true."
Step 2: Breathe — In for 4, hold for 2, out for 6.
Step 3: Notice — Name one sensation without fixing it.
Step 4: Set Intention — "Today I make room for…"

THE EQUITY LENS — 5 Questions

1. Who is affected? Whose voice is missing?
2. What assumptions are we making?
3. Would this be different if the person were from a different background?
4. What language are we using? Does it carry hidden bias?
5. What data are we relying on? What might it miss?

CREP-D² FRAMEWORK — Quick Reference

Celebrate cultural identity and strengths
Recognise harm, bias, and systemic patterns
Empower voice, agency, and participation
Protect the vulnerable and marginalised
Disrupt harmful systems and norms
Democratise power and decision-making

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