

1. Promote Diversion

Ethnically diverse women are less likely to choose/be offered an OoCD due to:

- Fear & lack of trust of the CJS from personal, family, & community experiences
- Racial stress & trauma during arrest & from previous Police interaction experiences
- Racial & Gender bias & risk/danger lens for assessment in custody causing uptariffing
- Unclear legal advice
- Lack of holistic support & decision-making during custody between Police and Diversion support services



2. Understanding Lived Realities

Women from Ethnically diverse backgrounds can have complex realities including (but not limited to):

- Racial stress & trauma
- Poor trust & experiences of CJS especially Police
- Low self-esteem
- Family breakdown
- Sexual violence & exploitation
- Domestic & gender-based violence
- Substance use
- Mental health and self-harm
- Poor emotional management
- Unhealthy relationships
- ACEs and trauma
- NEET
- (un)diagnosed Disability
- Poverty
- Parental responsibility

5. Working Collaboratively

Diversion decisions & developing a plan should include all stakeholders:

- The women
- Police/Child protection Police
- Women's diversion provider
- Social Services
- Health Services
- Other women's specialist providers i.e. DV services



8. REMEMBER...

Community Based
Women-led
 Holistic
Meet Needs
 Promote Diversion
Racial Gender-Informed
Racial Trauma-Informed
Work Collaboratively



Disproportionality

This means a disproportional number of such women end up deeper in the CJS which is damaging to future life opportunities, traumatic, & creates a racially biased & discriminative justice experience.

The Anti-Racism Action Plan for Criminal Justice in Wales promotes the need for a greater focus, commitment, and provision of inclusive anti-racist and culturally competent diversion experiences and opportunities for women from ethnically diverse backgrounds that are based within the community in gender safe women's spaces with specialist providers.

3. Being Racially Gender-Informed

Women from ethnically diverse backgrounds need:

- Whole system, collaborative & multi-agency approach
- Early & specialist intervention
- Women safe spaces/centres in community
- Needs-led & tailored support
- Focus on diversion, rehabilitation & desistance
- Promotion of positive outcomes for women & their families
- Understanding ethnic diversity, heritage, & cultural needs

6. Agreeing Diversion

You should offer support that is:

- Led by diversion provider
- Co-produced with Woman
- Community based in women's safe space/centre
- Light touch 3-5 interventions
- Holistic and meets needs
- Pro-social
- Weekly usually at least 3 months

4. Specific Considerations

Are you reflecting on your practice & decision making in relation to:

- Your role & power
- Your communication style
- Racial & unconscious bias
- Gender & religious bias
- Uptariffing & using a risk lens
- Trust of you from women
- Diversion provider thoughts

Are you being:

- Racially Gender Informed
- Trauma-Informed
- Racial Trauma-Informed
- Anti-Racist
- Culturally competent
- Restorative

Have you considered?

- Parenting responsibilities
- Disability needs
- Mental Health needs
- Substance Needs
- Language needs
- Diversion support needs
- Legal advice needs
- Victim experience & needs



7. Diversion Support

Typically to meet holistic needs Diversion support & provision will **include 3-5 interventions** including (but not limited to):

Emotional & Social Support	Substance Support	Social Experiences
Restorative Justice	Mental Health Therapy	Developing Healthy Relationships
Education, Employment or Training	Enrichment Experiences	Parenting Support
Developing Self-agency & Personal Accountability	Disability Assessment/Support	