

Counselling and support

I am offering a secure place and confidential counselling and, if requested, also anonymous counselling, in which you can get informed or talk about:

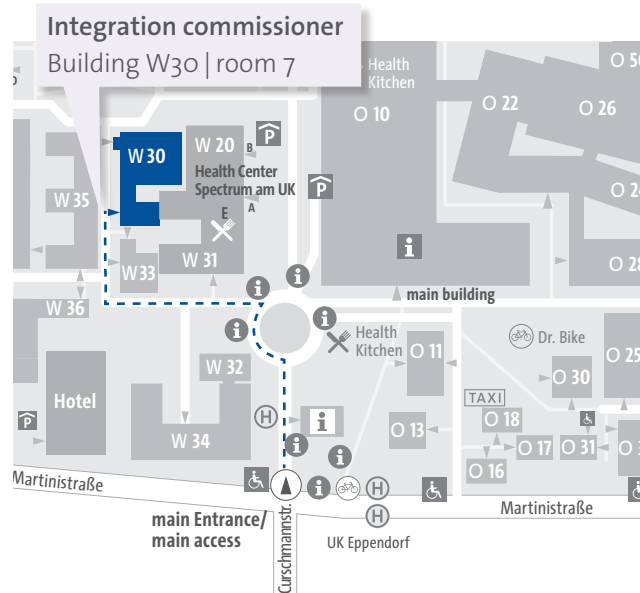
- experiences of unequal treatment and racial discrimination because of (ascribed) origin, religion or language
- support in dealing with discrimination and racism
- own migration experiences
- dealing with intercultural topics and conflicts
- dealing with interreligious topics and conflicts
- information on immigration and integration

This counselling proposal is free of charge and is aimed at all employees, patients, as well as students at the UKE.

You can contact me anytime for further information, questions or appointments.

Contact

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Beauftragte für Migration,
Integration und Anti-Rassismus



Information, counselling and support

**Representative for Migration,
Integration and Anti-racism**

Background

The cultural and language diversity is growing among employees, patients and students at the UKE.

By signing the Diversity Charter, the UKE considers this diversity to be a valuable asset and is committed to actively support and strengthen respectful and unprejudiced business culture.

The task of the integration commissioner is to support the UKE at accomplishing its objectives and to stand up for respectful co-existence and co-working at the UKE.



Topic | Immigration & Integration

The trend of migration and refugee movements impacts our society and raise questions of equal participation. The integration within the context of health care represents a cross-functional responsibility which enables all employees to become involved professionally and patients to have equal access to health care.

That is why successful integration has always been a two-way process which should be created by all members of society.

Topic | Anti-racism

People experience discrimination because of e.g. their (ascribed) origin, language or religion. Examples of this kind can be found in hospitals, in cases of discriminating language or (unintended) discriminatory behaviour towards people perceived as foreign.

There are many ways to do something against racism: to support the affected people, to reflect upon one's own prejudice and privileges, to take racist incidents seriously, to name them and, where appropriate, to report them, to get external help, for example, from the integration commissioner.

Main focus

- (confidential) counselling and assistance of affected persons in case of racial discrimination because of their (ascribed) origin, religion or language
- development and implementation of strategies to reduce and prevent racist discrimination
- counselling and support to intercultural or interreligious concerns
- dismantling the barriers in taking care of patients with (family) immigration history
- supporting the integration of foreign skilled personell (at their workplace)
- development and implementation of educational programmes, supply of information and training opportunities to these topics
- networking

The target group consists of UKE employees (including subsidiaries), patients as well as students. In addition to providing support for individuals, this offer is aimed at teams and executive personell at the UKE.