

# Anti Racism & Allyship

## 60 - 90 Minute Workshop

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Creating and maintaining an inclusive culture is a priority for any organisation. Unfortunately, inappropriate behaviour such as racism, bullying, sexual harassment and other conduct contributes to a toxic culture. Often, the behaviours and comments may simply be clumsy and the person giving them may not be aware of the impact on people. However these micro-aggressions can be hugely detrimental, leading to stress, anxiety and mental health problems. As we are seeing in the news, it can be deeply corrosive and damaging to an organisation if these behaviours and attitudes are normalised over time. That is why it is essential for everyone to know how to speak up when problems arise.

**Often, bystanders feel powerless to intervene when they witness inappropriate behaviour or they feel concerned about where they would stand in terms of liability if they were to step in to situations.**

## Content

The Allyship workshop creates an environment where people can safely and openly discuss the issues and solutions behind challenging, intervening and reporting behaviour, such as inappropriate comments, harassment and discrimination.

- To ensure that everyone understands their responsibility in eliminating bullying and harassment
- Overcoming the initial fear of tackling challenging situations
- To understand the role an 'active bystander' plays and how to intervene effectively
- Tools for challenging informally
- Personal effectiveness techniques
- Intervening safely using the 4 D's
- Listening and supporting colleagues or team members
- Scenario activities to encourage discussion
- How to report inappropriate behaviour

## Format

The sessions are facilitated by experts from our EDI team who have lived experience of the topic and can be delivered virtually or face to face.

The workshop can be extended to include members of your own organisation involved in safeguarding who may want to add internal policies or safety information.

