

Race Matters - Leading with Confidence

Programme Overview

Summary

This short, thought-provoking workshop develops senior leaders' knowledge and confidence to create a culture where race inequality and barriers to progression can be openly discussed and addressed.

The Black Lives Matter movement has highlighted the fact that black, Asian and minoritised ethnic people within the UK experience ongoing inequality and exclusion on a regular, sometimes subtle, but systemic basis.

The workshop focuses on the role that leaders play in leading conversations about diversity and inclusion and creating an anti-racist culture. It focuses on why race inequality is an issue and broadens understanding of the lived experiences of others.

Leaders will leave the workshop with more confidence to have honest and open discussions about race and a clear idea of actions they can take to create a more diverse and inclusive culture with regards to race and ethnicity.

Style and Approach

A mixture of short input from specialist facilitators, group discussions, colleague led videos and action planning.

Programme Structure

Half day

Audience

Senior Leaders from Band 2 to Executive level

Group size

16 Participants

Programme Overview

Preparing for the workshop

Before attending the workshop, attendees will be asked to familiarise themselves with several key terms relevant to the content. Full details will be sent with the joining instructions.

Programme Topics

- Exploring terminology around race
- What is race, ethnicity and intersectionality?
- Understanding the impact - Colleagues lived experiences of racism and exclusion
- How and where racial exclusion and inequality show up in the workplace
- How to have conversations about race
- How to challenge racism and be anti-racist
- Reflections and commitment to action.

Outcomes

Having attended this workshop, leaders will be able to:

- Describe and identify examples of exclusion based on race
- Identify and develop their own level of comfort when talking about race and racism
- Analyse the impact of racism on the individual, the team and wider business initiatives such as Safe Service Culture
- Recognise barriers to career progression that black, Asian and minoritised ethnic colleagues face
- Discuss their role in creating an open culture where people can talk more freely about racism and identify what needs to change to reduce and remove barriers to progression and inclusion
- Identify what they can do to create a more inclusive workplace

How to Apply:
You can self-nominate via Oracle.