

LET'S BREAK IT DOWN

RACISM, DIVERSITY AND
INCLUSION WORKSHOPS
FOR ORGANISATIONS
AND SCHOOLS*

Led By Professional Facilitators

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KEY TOPICS COVERED

RACE & RACISM

- Systemic racism
- Racial prejudice v racism
- White privilege
- Microaggressions

BLACK LIVES MATTER

- USA & UK movements
- Black Lives Matter v All Lives Matter
- The 'deflection' conversation
- Activism & actions of BLM

DIVERSITY & INCLUSION

- Positive discrimination vs positive action
 - The hiring process
 - Unconscious bias
 - Cultural differences, values and sensitivities
 - Don't think 'fit' think 'thrive'
 - How your workplace values can enhance diversity and inclusion
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CONTACT INFORMATION



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<https://thepowerofwordsandyou.com>

***workshops and webinars available virtually and in-person**

LET'S BREAK IT DOWN

BESPOKE TAILORED WORKSHOPS AND WEBINARS

DETAILED BREAKDOWN
OF TOPIC
OPTIONS:

RACE & RACISM

- Defining key words (racISM) - breakdown of what makes the term an 'ism'
- Systemic Racism - what is it? - Examples - eg: police, schools, health (shock stats here)
- Myth of reverse racism - racial prejudice v racism
- The psyche of defensive response - blaming the system v individual
- Raising awareness v ignorance - 'no dogs, no irish, no blacks'
- Does having a racist thought make me a 'bad' person? - acknowledging we ALL have prejudice from upbringing, environment, experiences, education, other institutions, media
- Unconscious bias - definition and its role - how it impacts our thought processes and actions
- Stereotypes - where do they come from? How does this play into our potential prejudices?
- White as default & white privilege - struggle for the power pie
- Reasons for defensiveness when racism becomes a discussed/debated issue - neuroscience explanation
- Non-racist v Anti-racist - exploring the difference between the two approaches

CALL TO ACTION

- Self awareness - acknowledging thoughts /language. Can't always control our first thought but can control our second.
- Analysis paralysis
- Being an ally - not performative allyship
- Read books / follow social media channels
- Talking to friends and family
- Social media - pages to follow and posting
- Donate and protest
- Do's and Dont's' list for the different sections/workshops



DIVERSITY & INCLUSION

- Defining the terms and the differences - 'what' and the 'how' and their link to each other
- Retouch on partnering company mission statement - discussion around needing to consciously act on diversity and inclusion to bring mission to life
- Hiring process - conscious plan of action from the funnel of recruiting to candidate accepting role
- Awareness of unconscious bias and role it plays at work
- Microaggressions - examples - name changing / touching hair / job role assumptions
- Positive discrimination vs positive action
- The danger of quotas
- Cultural differences - workplace etiquette, communication, celebrating holidays
- Cultural sensitivity - clothing etc
- Mixing up teams as a conscious act
- Don't think 'fit' think 'thrive' - additionally think 'add'

BLACK LIVES MATTER

- Definition & origin of the movement USA & UK - why it is still prominent/why need to be in solidarity with USA & also looking at UK events & experiences - examples of lived experience & microaggressions
- Colonial and recent history - link into systemic racism - institutions
- BLM v ALM - visual images and descriptions to explain the problematic nature of ALM
- The 'Deflection Conversation' & 'I don't see colour' etc - problems that these statements create (both intentionally and unintentionally)
- Actions of BLM - statue removals / campaigning and lobbying government / protests
- Media agenda on reporting - comparative articles to demonstrate from different news outlets and the influence on public opinion
- Black Out Tuesday - accountability, not just in mission statement