



**BEING AN ETHNICITY ALLY**  
**SESSION 1 (of 3): **ACKNOWLEDGE****

**MY WORKBOOK**

[INVESTINGINETHNICITY.ORG/NHG](https://investinginethnicity.org/nhg)

NAME



## CONTENTS & AIMS

### SESSION 1: ACKNOWLEDGE

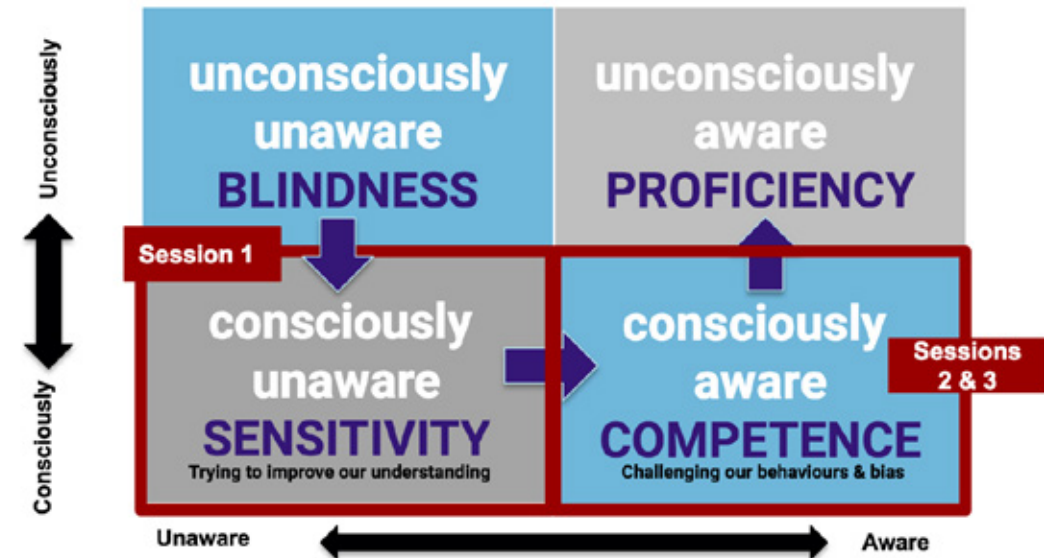
1. Getting a clear understanding of what constitutes racism and how it presents itself in the workplace
2. Acknowledging which of your identities hold privilege, and how to use these to ally for others
3. Committing to a life-long journey of anti-racist allying: finding compassion for others and for yourself.

### SESSION 2: ACTION

1. Learn how to interrupt microaggressions and racist “banter” in your teams
2. Start to de-center yourself when you’re called out for microaggressing
3. Grasp terminology and empathetic listening techniques for racial inclusion

### SESSION 3: ACCOUNTABILITY

1. Getting a picture of achievements at NHG and the change still needed
2. Identifying institutional (and systemic) racism at work and interrupting it
3. Defining what an anti-racist leader looks like and how to operate



**PRIVILEGE (n.)**  
The automatic benefits or right of one particular group over others based on a social characteristic or identity e.g. Age, gender, race, sexual orientation, physical ability, education etc.

#### EXTRA RESOURCES



Video:

[What is Privilege](#)

The long read:

*How to Argue with a Racist: History, Science, Race and Reality* by Adam Rutherford

## PRE-WORK 1: (2 MINUTE EXERCISE)

### 1. HOW DO YOU DEFINE RACISM?

> Without looking it up, how would you define racism? Add your definition in the adjacent box

**RACISM (n.)** *my definition*

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### 2. LOOK UP THE DEFINITION

> Now Look up a definition of racism in a dictionary



Google Search

I'm Feeling Lucky

**RACISM (n.)** *dictionary definition*

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## EXERCISE 1: (5 MINUTE EXERCISE)

### THE SOCIAL IDENTITY WHEEL

Our identities can be fixed or transient, and some parts of them are self-defined.

**THINK ABOUT:**

- > Which identities you associate with the most? E.G. 'gender' = MALE, 'education' = UNIVERSITY, 'family' = Divorced with kids
- > Which inner ring and outer ring identities you feel are relevant to you
- > Which identities you think about frequently

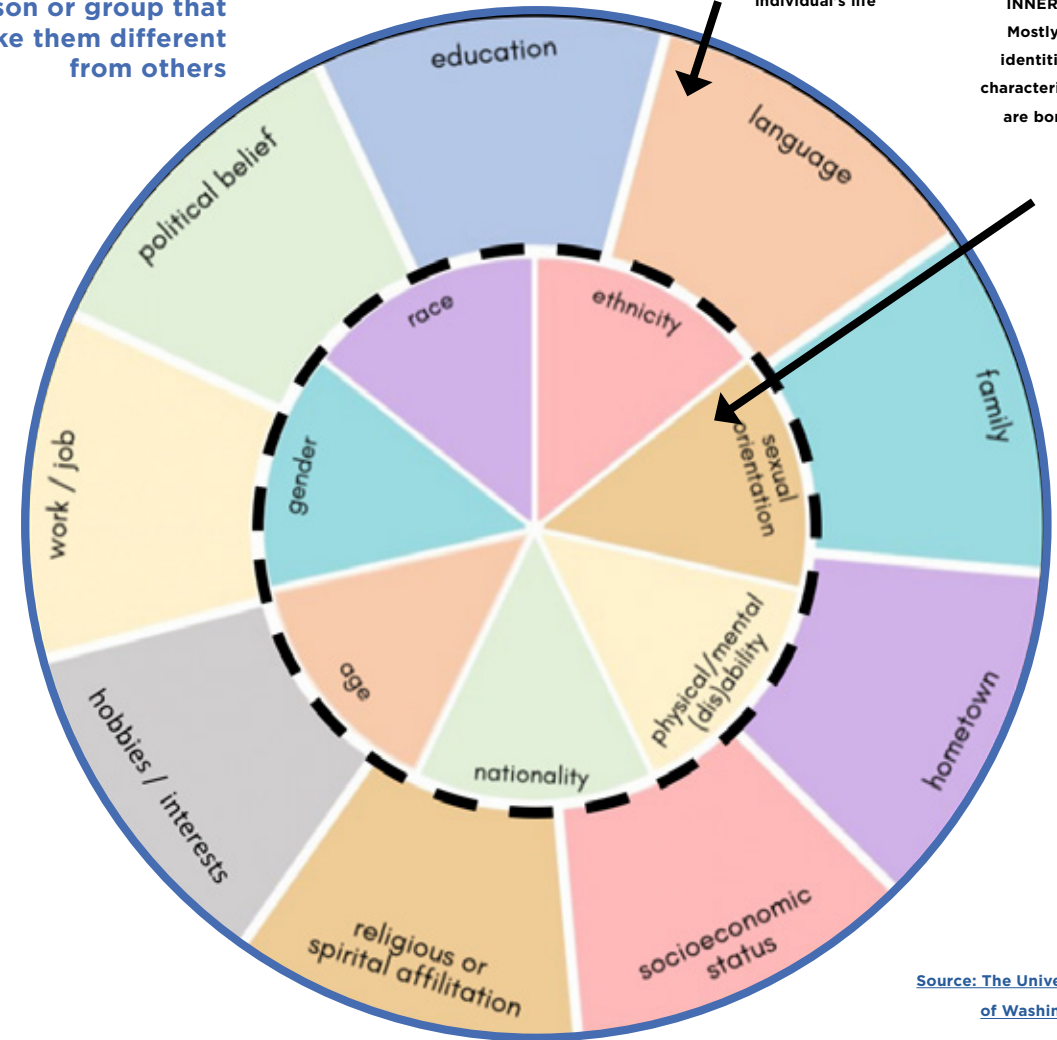
**FILL IN THE FORM BELOW:**

- > Which of these identities are an advantage or disadvantage at work?  
Are part of "normative" or marginalised group?

**IDENTITY (n.)**  
Who a person is, or the qualities of a person or group that make them different from others

**OUTER RING**  
Elements that can be fluid and might possibly change throughout an individual's life

**INNER RING**  
Mostly fixed identities and characteristics you are born into



Source: The University of Washington

**MY AREAS OF :**

👍 ADVANTAGE	👎 DISADVANTAGE





## BREAKOUT

(WITHIN SESSION 1)

**SELECT ONE PERSON WHO WILL SHARE YOUR GROUP'S MAIN POINTS OF DISCUSSION AFTER THIS BREAKOUT SESSION**

**(8-10 MINUTES)**

### INTRODUCTION

Remember, when introducing yourself, please don't forget to tell everyone your name and your pronoun (he/his, she/her, they/them or a combination of these).

As the breakout is only 8 - 10 minutes long, you may not all get the chance to speak individually, but please write your thoughts and comments in the chat box to share with the group.

## BREAKOUT 2: GETTING COMFORTABLE WITH THE UNCOMFORTABLE

ONE VOLUNTEER SHOULD READ THESE STATEMENTS OUT, THEN THE GROUP SHOULD DISCUSS THE ANSWER

**How do I feel when People of Colour (Black, Asian & Minority Ethnic) say "White people"?**

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**How do I feel when people tell me I benefit from privilege?**

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**When a Person of Colour describes racist behaviour, do I feel defensive? Are they describing things that I think or do?**

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**How do I feel about the previous questions?**

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**Would anyone like to share an entry or theme from their *Discomfort Journal* with the group?**

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## EXERCISE 3: MY 'ACKNOWLEDGE' COMMITMENT

### ALLY (v.)

Actively use your privilege to end other less privileged groups' oppression and/or remove barriers they face when it comes to opportunities

Please complete the commitment pledge.

Use the Toolkit to give examples and choose areas of commitment that you can take back to the workplace.



### EXTRA RESOURCES

#### RESOURCES PAGE

[InvestingInEthnicity.org/nhg](https://investinginethnicity.org/nhg)

Video:

[Investing in Ethnicity Ally Videos](#)

The long read:

[Investing in Ethnicity's Ally Toolkit](#)



### THE COMMITMENT PLEDGE: ACKNOWLEDGE

LIST THREE AREAS YOU WOULD LIKE TO RESEARCH AND LEARN MORE ABOUT

NAME \_\_\_\_\_

I PLEDGE TO RESEARCH THE FOLLOWING THREE TOPICS:

	TOPIC AREA	RESEARCH
1		
2		
3		

## RESOURCES: THE ALLY CHECKLIST - AWARENESS

<b>AWARENESS</b>	
The start of your journey may be uncomfortable, but the more you learn and understand, the more confident you'll feel when approaching conversations and situations.	
Recognise the various areas where you benefit from privilege	<input type="checkbox"/>
Do the research yourself. Don't ask a Black, Asian or minority ethnic person to teach you. (See Further Reading, Page 21)	<input type="checkbox"/>
Learn how to feel comfortable talking about race by engaging in conversations about it. If you are talking with a Black, Asian or Minority Ethnic person about racism, acknowledge the toll that the discussion may take on them	<input type="checkbox"/>
Learn how to be okay with being uncomfortable. Getting it wrong, apologising and accepting criticism is not easy	<input type="checkbox"/>
Accept that you are an active participant in a systemically racist society, which means that we are all unconsciously racist	<input type="checkbox"/>
Take the time to understand your own unconscious bias . See Page 10	<input type="checkbox"/>
Learn what microaggressions are, and how to challenge them. See Page 11 - 14	<input type="checkbox"/>
Believe and value the lived experience of minority ethnic people	<input type="checkbox"/>
Recognise when you are centring yourself in a conversation about race	<input type="checkbox"/>
Understand that reading and research alone doesn't make you anti-racist	<input type="checkbox"/>

## EXERCISE 3B: MY 'ACTION' COMMITMENT



### THE COMMITMENT PLEDGE

LIST FIVE THINGS FROM TODAY THAT YOU COULD SHARE WITH OTHERS

NAME \_\_\_\_\_

I PLEDGE TO SHARE THE FOLLOWING FIVE TOPICS:

TOPIC	HOW WILL I SHARE THIS?

