



# INVESTING ETHNICITY

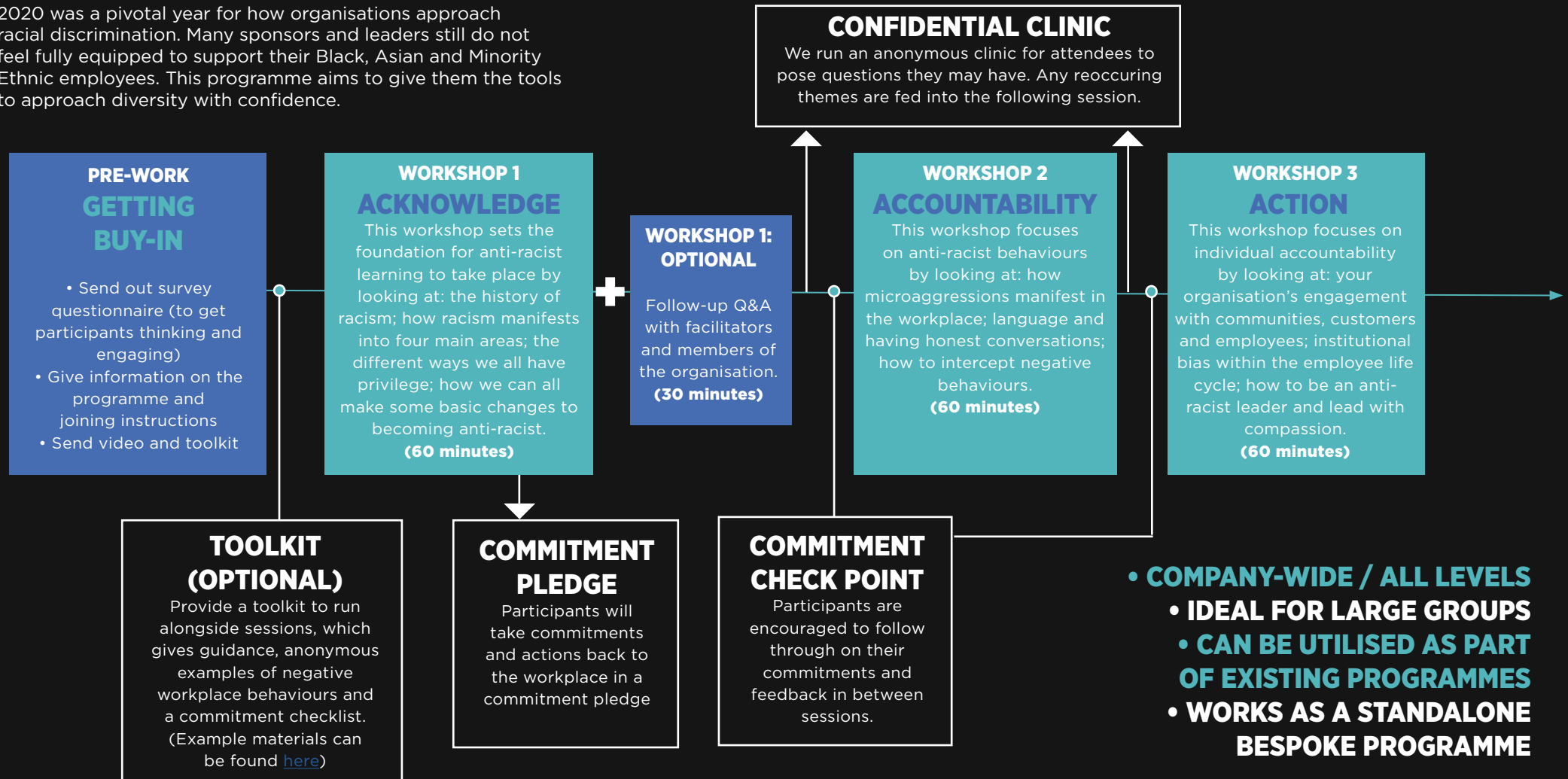
## **Ethnic equity and Inclusion**

**ANTI-RACISM PROGRAMME  
FOR THE ENTIRE ORGANISATION**

**INVESTINGINETHNICITY.COM**  
UPDATED JANUARY 2021

### INTERNAL PROGRAMMES

2020 was a pivotal year for how organisations approach racial discrimination. Many sponsors and leaders still do not feel fully equipped to support their Black, Asian and Minority Ethnic employees. This programme aims to give them the tools to approach diversity with confidence.



### PROGRAMME OPTIONS (ADAPTABLE)

#### A: C-SUITE AND SENIOR EXECUTIVE

Executive level coaching (Small groups, up to 15 participants, coaching sessions with breakouts)

#### B: LINE MANAGERS

Line-managers and leadership training (Small groups, up to 40 participants, interactive workshops with breakouts)

#### C: ALL LEVELS

Entire organisation at all levels (Large group, up to 500 participants, interactive workshops)

Training is bespoke and can be delivered in various formats to fit your organisation's needs dependent on your objectives and budget.

All sessions include pre and post work to help embed change, feedback and recap on commitment actions. We use handout exercises throughout the sessions, break out rooms (A and B only), polls and Q&A (B and C only) and incorporate your organisation's findings, lived experiences and objectives into sessions.

#### ADDITIONAL FOCUS (A)

Session includes aligning to inclusion objectives and understanding a deeper dive into systemic and institutional racism and how that manifests itself within the workplace, i.e through policy, recruitment processes, etc

#### ADDITIONAL FOCUS (B)

Session include how to be an inclusive leader and manage diverse teams. Your responsibility when interrupting negative behaviours and microaggressions at work

#### OUTCOMES FOCUS (C)

Creating understanding of how internalised (bias), interpersonal (microaggressions) manifest in the workplace and how to change these behaviours. How to have honest conversations and exploring language



We have moved our sessions and programmes from F2F to deliver them in an engaging digital format

#### TOOLKIT (OPTIONAL)

We have developed anti-racist toolkits for internal use to run alongside sessions. They include your company branding, case studies, values and align with further objectives

- A guide for the entire organisation, explaining what individuals can do and their commitment through actions



- Videos listening to ethnic minority voices on privilege, microaggressions, etc.
- External resources: videos, reading, podcasts, etc.

#### COSTINGS:

Please enquire for costs on all bespoke programmes

<b>Ethnicity Inclusion Programme Examples - PROGRAMME CONTENTS / MODULES</b>	<b>A Executive</b>	<b>B Leadership</b>	<b>C Organisation</b>
<b>Foundation:</b> Understanding the four dimensions of racism and how it manifests in the workplace	▲	▲	▲
<b>Privilege:</b> How identities link to privilege and understanding how to use it to aid equity for under-represented groups	▲	▲	▲
<b>Racial bias:</b> How bias manifests in the workplace and influences microaggressions	▲	▲	▲
<b>Microaggressions:</b> Understanding interpersonal, negative behaviours, the impact and how to interrupt these behaviours, with further guidance on what to do when you get it wrong	▲	▲	▲
<b>Conversations and language:</b> Getting comfortable with having honest conversations	▲	▲	▲
<b>Buy-in:</b> Why do we want to have an anti-racist organisation? The business case	▲	▲	
<b>Racial bias:</b> Unpicking the myth of meritocracy	▲	▲	
<b>Microaggressions advanced:</b> The responsibility of leadership and line-managers. Interrupting these behaviours with positive outcomes	▲	▲	
<b>Racial bias advanced:</b> How bias manifests in the workplace and influences institutionalised racism (macro)	▲	▲	
<b>Conversations advanced:</b> Empowering leadership to role model inclusive language, empathetic listening and courageous conversations	▲	▲	
<b>Systemic and institutional change:</b> How equity aligns to company values and supporting leadership in creating change	▲	▲	<b>INTRODUCTION</b>
<b>Being accountable leaders:</b> What does an anti-racist leader look like to you?	▲	▲	
<b>Leading diverse teams effectively:</b> Understanding and awareness of those from diverse ethnic communities and breaking down identities by ethnicity to aid better engagement and collaboration		▲	
<b>Institutional change advanced:</b> Aligning to company values and objectives, and identifying discrimination in the	▲		
<b>COMMITMENT PLEDGE: CHANGING CULTURE</b>	▲	▲	▲
<b>*ADDITIONAL (entire organisation): Toolkit and resource materials in company branding, please enquire on costs (if using the Investing in Ethnicity toolkit then there is no charge)</b>	▲	▲	▲



**CLIENT FEEDBACK**

“The content and delivery were excellent, and we were really happy to see the level of engagement and thought-provoking questions being asked. The feedback has been overwhelmingly positive and set us up very well to carry on our momentum on our longer-term initiatives. Thanks for your support in working closely with us on the planning and logistics, especially when many of us were time-poor in the run-up.”

**Macquarie Bank**

**PARTICIPANT FEEDBACK**

“I thought the sessions have been excellent, really engaging and I learned so much. Really eye opening.”

**NatWest Group**

“I need to do more reading and considering before taking action. Although I think I know more than I think I do. Quite conscious of thinking about how to interrupt behaviours without emotion getting in the way”

**NHS Digital**

“The programme has been really thought-provoking and importantly it has helped me start conversations with my team”

**Environment Agency**

**ALL PARTICIPANTS**

**100%**

I feel I learned more about race in the workplace

**98%**

I feel more equipped to interrupt behaviours in the workplace

**SENIOR LEADERSHIP & LINE-MANAGERS**

**97%**

I feel more able to have honest conversations about race with my teams

**99%**

I have a better understanding about race when challenging policy, processes and workplace structures

### A: C-SUITE AND SENIOR EXECUTIVE

Executive level coaching (Small groups, we recommend up to 15 participants, coaching sessions with breakouts)

**EXAMPLE: 3 sessions, 90 minutes**

Includes: Pre-work, goal setting, continuous feedback, aligning to your organisation, two facilitators who have experience with C-Suite and coaching and experts within the subject matter, anonymous clinic, workbook

**First cohort (including content design) - £8800 (est £587pp)**  
**Further cohorts - £6160 (est £411pp)**

### B: LEADERSHIP AND LINE-MANAGERS

Line-managers and leadership training (Small groups, we recommend up to 40 participants, interactive workshops with breakouts)

**EXAMPLE: 3 sessions, 90 minutes**

Includes: Pre-work, continuous feedback, aligning to your organisation, two facilitators who have experience with leadership facilitation and the subject matter, anonymous clinic, workbook

**First cohort (including content design) - £6800 (est £170pp)**  
**Further cohorts - £5440 (est £136pp)**

### C: A LEVELS

Entire organisation at all levels (Large group, we up to 500 participants, interactive workshops)

**EXAMPLE: 3 sessions, 60 minutes**

Includes: Pre-work, continuous feedback, aligning to your organisation, two facilitators who have experience with leadership facilitation and the subject matter, anonymous clinic, workbook

**First cohort (including content design) - £6200 (est £12pp)**  
**Further cohorts - £5580 (est £11pp)**

\*Further discounts for larger numbers or whole organisation

\*\*Costings are for illustrative purposes

### ADDITIONAL COSTS TBC

Design in-house additional toolkit, create videos and resources (using your company branding)

All prices are exclusive of VAT

## PROJECT PROPOSAL OUTLINE

Our programmes are outcome focused. We monitor progress throughout the course of the programme with live feedback, and provide additional support through an 'anonymous clinic'. Participants who engage and complete the course should feel equipped to have honest conversations about racism and be able to intercept discrimination.

### We propose to:

- Integrate your organisation's values, case studies, wider diversity & inclusion objectives, data and minority employee lived-experiences into the programme
- Create a safe and open space for increased engagement with participants
- Ensure buy-in from participants before progressing to the next level (Programme A and B: Leadership levels)
- Create a positive and united approach for employees to changing culture and enabling sustainable progress within ethnic inclusion
- Incorporate a commitment pledge for participants to take back into the workplace and embed in real-life situations (with the help of the anonymous clinic)
- Include the latest research and findings on this agenda and real scenario-based training where possible
- Design an interactive and engaging session for all participants to fully embed learnings and be an active part of an inclusive culture