



**BEING AN ETHNICITY ALLY
SESSION 2 (of 3): ACTION**

MY WORKBOOK

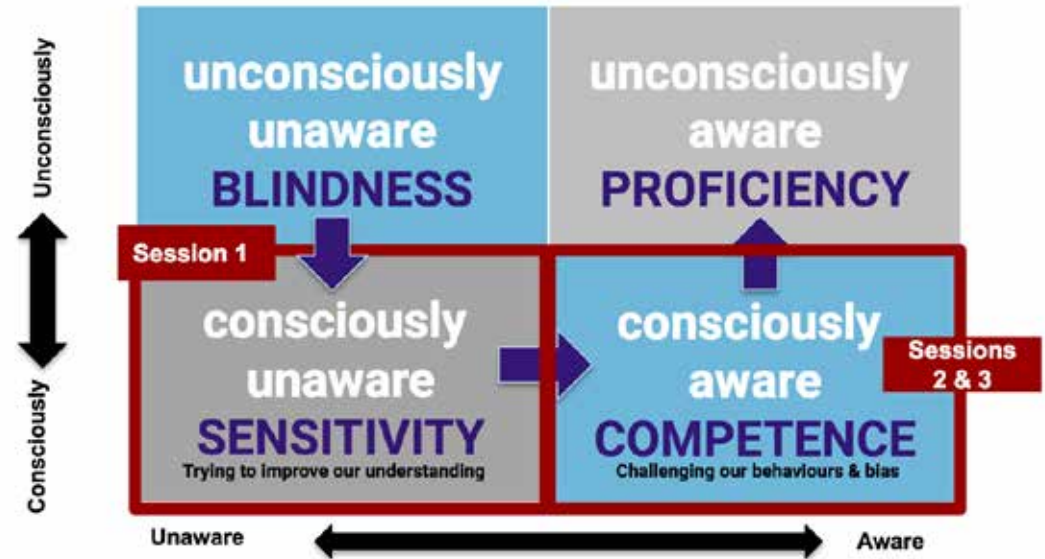
[INVESTINGINETHNICITY.ORG/NHG](https://www.investinginethnicity.org/nhg)

NAME

CONTENTS & AIMS

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SESSION 2 AIMS: 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

BREAKOUT 1: SPOTTING MICROAGGRESSIONS

IF YOUR GROUP NUMBER IS AN ODD NUMBER, PICK SET A. IF YOUR GROUP NUMBER IS AN EVEN NUMBER, PICK SET B

AS A GROUP:

Figure out why each of these is what we call a 'racial microaggression'.

Discuss whether you ever experienced or witnessed microaggressions (sexist/ableist/heterosexist/etc.)?

A

- "But where are you really from?"
- Claiming praise for a piece of work completed by a Black colleague
- "Your new hair looks very professional"

B

- "Sankalp? Tricky name. I'll call you Sam"
- Being mistaken for hospitality at a work event
- "You're so articulate!"

BREAKOUT 2: INTERRUPTING MICROAGGRESSIONS

AS A GROUP, PLAY EACH VIDEO AND DETERMINE: What microaggression(s) are taking place?
What might be the best way to respond?



THINK ABOUT:

How you reach your desired outcome

THINK ABOUT:

Who else is in the room



THINK ABOUT:

Power dynamics and identities

THE COURAGEOUS CONVERSATIONS COMPASS

MORAL

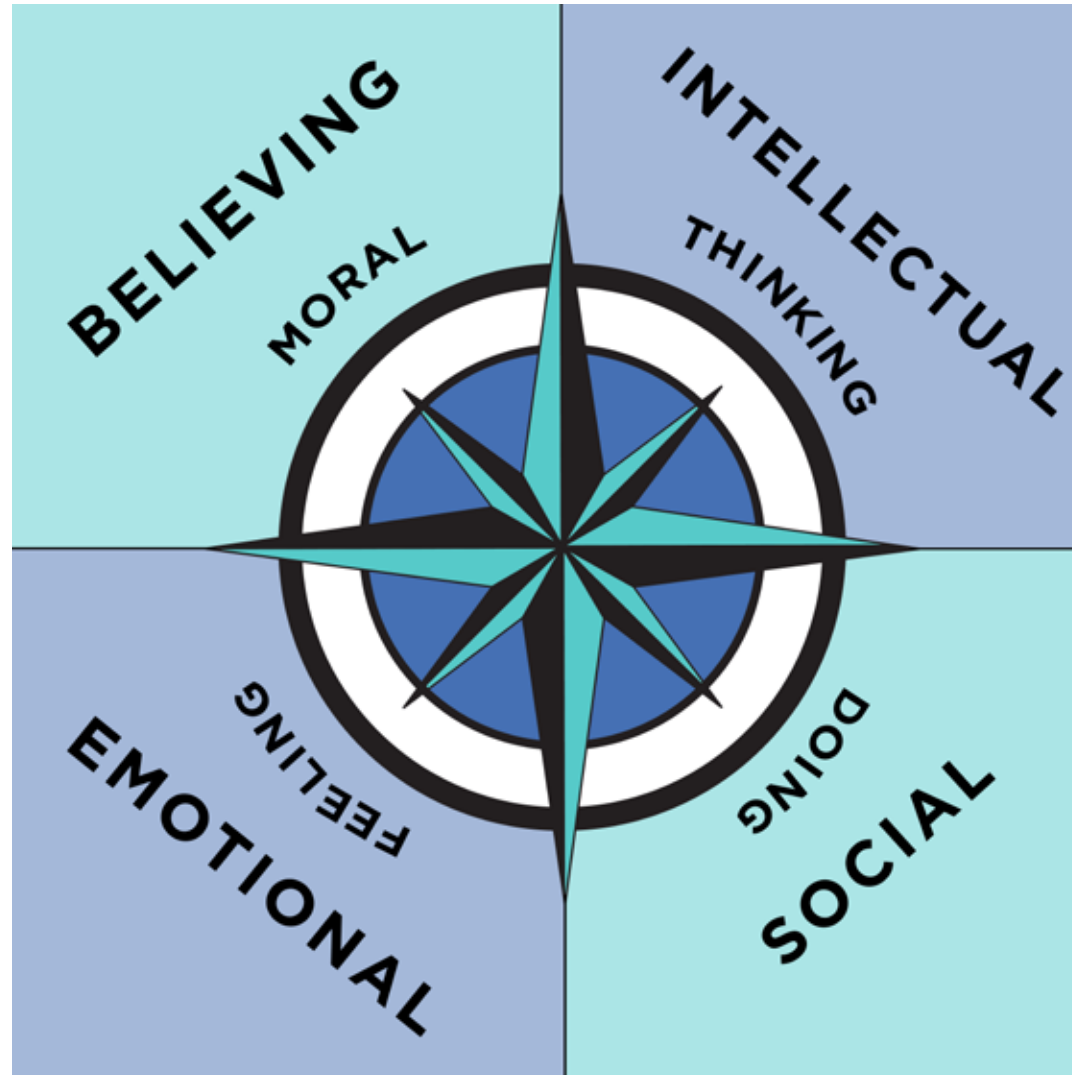
Need: acknowledgement of beliefs

- > I understand what you're saying and I also see how it could be viewed differently
- > How might your personal experiences be influencing your perspective?
- > How are other people affected?

EMOTIONAL

Need: acknowledgement of feelings

- > Would you be comfortable telling me more?
- > What I hear you saying is...



INTELLECTUAL

Need: information or data

- > Here's some more info:
- > These are resources you can look at:
- > The impact is...
- > Can you give me a recent example of what you're describing?
- > Can you give me some background to the situation?
- > How might your personal experience be influencing you?

SOCIAL

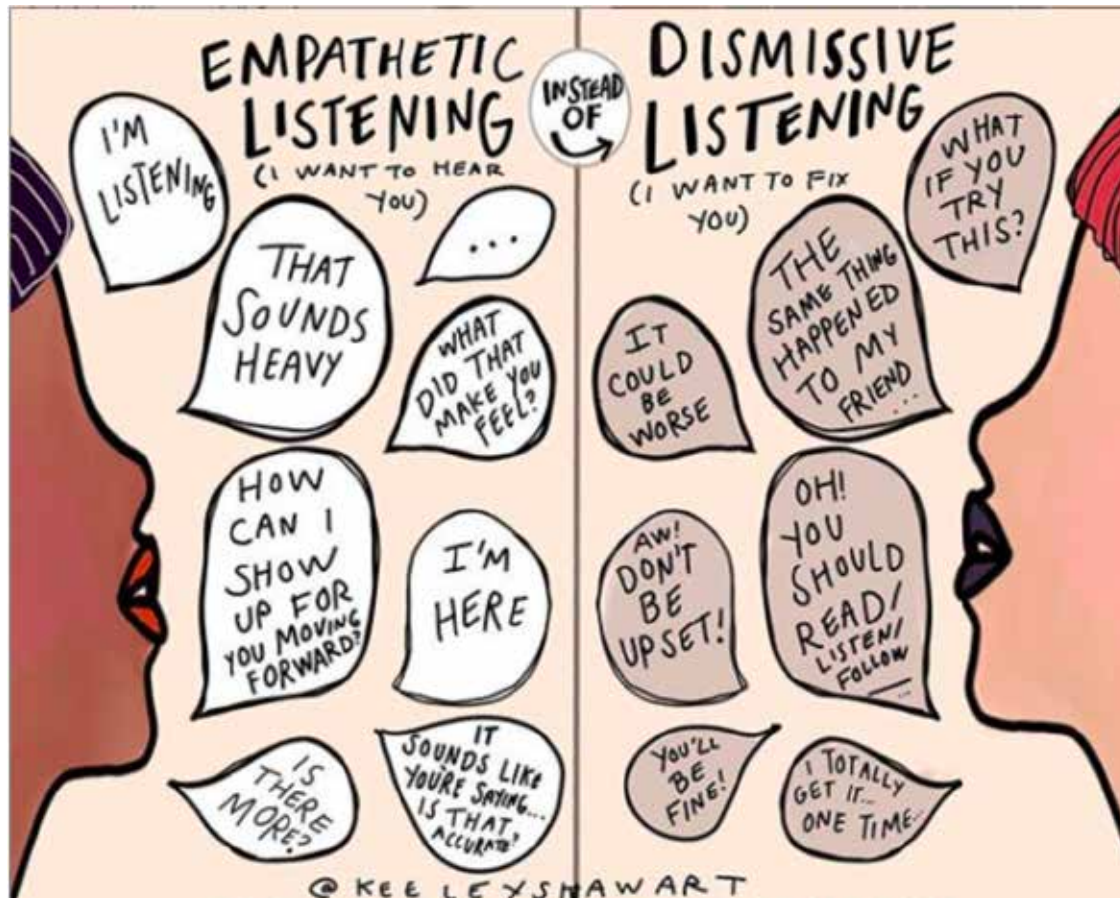
Need: to problem-solve

- > Are others ready to move forward?
- > How should we proceed/be inclusive?
- > What would it take to move the needle?
- > How can I best support you?
- > Shall we do a brief implications assessment?

BREAKOUT 3: MINDFUL LISTENING

IN PAIRS

Taking it in turns, set a timer for 2 mins. One person will speak for 2 mins while the other remains silent.



PERSON A:

Recount a time you were treated unfairly (your experience should be what you noted down for pre-work 2)

PERSON B:

When the two minutes are up, spend up to one minute recounting back what you just heard.

Now, switch places.

RESOURCES: THE ALLY CHECKLIST - ACTION

ACTIONS	
Once you've reached a basic level of understanding around allyship, you can begin to take actions which will further your growth as an ally in the workplace.	
Join your organisation's multicultural network and donate your time or resources to furthering its goals	<input type="checkbox"/>
Check which resources on ethnicity your organisation has made available, and give feedback if they aren't adequate	<input type="checkbox"/>
Attend company learning, story-telling or network group events on ethnicity and race	<input type="checkbox"/>
If you haven't had unconscious bias training, ask your organisation to consider implementing it	<input type="checkbox"/>
If you have already taken part in unconscious bias training, ask to revisit it regularly in order to continue challenging your biases	<input type="checkbox"/>
Practice inclusive behaviours and connect with colleagues whom you might not ordinarily engage	<input type="checkbox"/>
Actively ensure that all colleagues have an opportunity to give their opinions in meetings	<input type="checkbox"/>
Speak up in situations where you see wrongdoing or problematic behaviour. See Page 14	<input type="checkbox"/>
If you encounter unfair practices or processes within your organisation, challenge them. This could be done individually, with another ally, or through your organisation's ethnicity network	<input type="checkbox"/>
If you are allowed a volunteer day, donate it to a charity or initiative that supports Black, Asian or Minority Ethnic people	<input type="checkbox"/>

MY 'ACTION' COMMITMENT

WHAT TWO THINGS ARE YOU GOING TO DO TO MAKE SURE YOU ARE LISTENING MORE MINDFULLY?

1.

2.

WHO ARE YOU GOING TO TRY TO HAVE A CONVERSATION ABOUT RACE WITH OVER THE NEXT MONTH (PICK A NEWS TOPIC!)