



BEING AN ETHNICITY ALLY
SESSION 3 (of 3): ACCOUNTABILITY
MY WORKBOOK

NAME

#ETHNICITYAWARDS
@ETHNICITYINVEST

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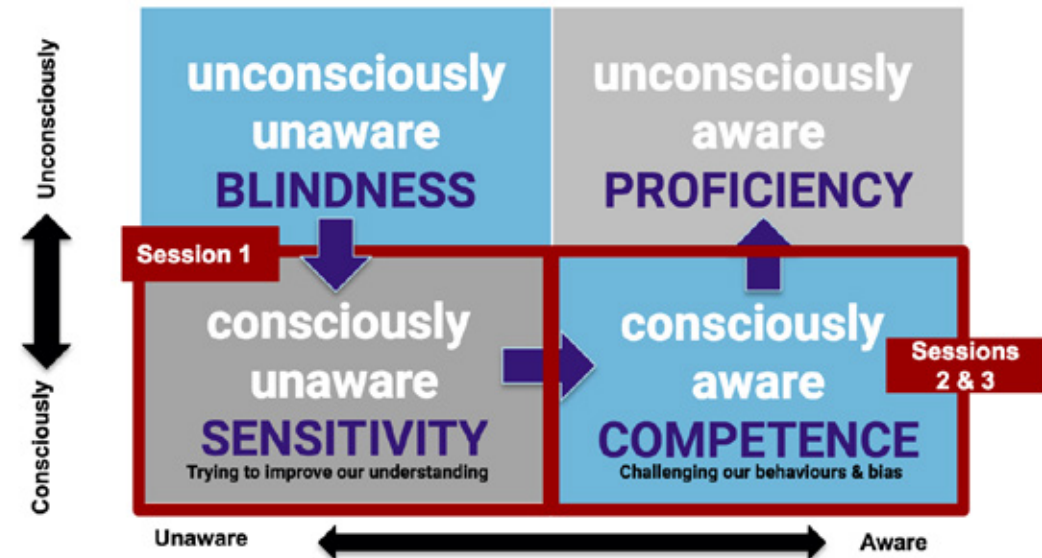


INVESTING
ETHNICITY

CONTENTS & AIMS

CONTENTS

Pework 1: My pledge	3
Breakout 1: Recruitment	4
Breakout 2: Intercept	5
Discomfort journal	6
Aha moments	7
Resources: Ally checklist	8



SESSION 3: ACCOUNTABILITY

1. A closer look at bias: how it transfers to the systems in which we operate
2. Equity & opportunity: why equity is so critical for everyone to focus on
3. Holding ourselves accountable for anti-racist work and racial inclusion

PRE-WORK 1: MY PLEDGE

(5 MINUTE
EXERCISE)

> Complete your Anti-racist Leadership Pledge. The prompts are there to guide you, but feel free to create your own! Heads up, we will expect you to share this with your whole cohort at the final workshop (either on stage or via chat)

> Revisit your previous pledges

PERSONAL GROWTH

Example: Pledge to revisit your programme notes and recap on areas you are unsure about. Ask any questions you have on the anonymous clinic. Practice identifying microaggressions. (investinginethnciity.org/nhg)

YOUR TEAM

Example: Pledge to discuss your journey/experience of the BAME Ally Programme with your LT team and for all your BU to attend the BAME Ally Programme

YOUR ORGANISATION

Example: Pledge to discuss your journey/experience of the BAME Ally Programme on a slot at an open mic or town hall for the full BU

OUTSIDE OF WORK

Example: Pledge to share some of your learnings with a friend outside of work and educate on what anti-racism entails

Page 8

VISIT THE
TOOLKIT CHECK
LIST IN OUR
RESOURCE
SECTION FOR
IDEAS

BREAKOUT COMMON BIASES AND RECRUITMENT (WITHIN SESSION 3 / 8-10 MINUTES)

As a group, name each bias and discuss how it could affect an internal process (e.g hiring)



S_____ (10)
Bias

Clue: favouring people you share things in common with, especially if they're "mini me"



H____ (4) & H____ (4)
Bias

Clue: letting one positive or negative element outshine or overshadow all else



S_____ING (12)

Clue: widely held, oversimplified views that can easily lead to perpetrating microaggressions.



S_____ (9)
Bias

Clue: policies, processes, systems, algorithms, etc. tend to benefit those who designed/created them

BREAKOUT MY COMMITMENT (PART 1) (WITHIN SESSION 3 / 8-10 MINUTES)

Insights at Notting Hill Genesis shows that BAME staff feel that they...:

- 1. Receive less recognition for their work
- 2. Have a lack of or much slower career progression
- 3. Are overlooked for opportunities

THINK ABOUT:

> PART A

How could NHG processes and structures change to:

- > Make roles more accessible and less exclusionary
- > Equitably “level the playing field” for ethnic minority progression
- > In what capacity can you influence the above?

> PART B

What more could you do, as leaders, to:

- > Show wider recognition of ethnic minority staff's work
- > Act as catalysts for BAME employees career progression
- > Ensure ethnic minority staff are fairly considered for opportunities

BREAKOUT 2 (PART B): WHAT CAN I DO? INCLUDE HOW YOU WILL ACHIEVE THESE POINTS...

• SPONSORSHIP - OFFICIAL AND UNOFFICIAL

• MENTORING OR COACHING A PROMISING MEMBER OF STAFF

• REVIEW OR RELAX ROLE REQUIREMENTS

• PROMOTE OPPORTUNITIES INTERNALLY RATHER THAN EXTERNALLY

• OFFERING ADDITIONAL SKILLS WORKSHOPS

• OFFERING SECONDMENT OPPORTUNITIES

WHAT ELSE CAN I DO WITHIN THE BUSINESS?

RESOURCES: THE ALLY CHECKLIST - AWARENESS

AWARENESS	
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"/>

RESOURCES: THE ALLY CHECKLIST - ACTIONS

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"/>

RESOURCES: THE ALLY CHECKLIST - ADVOCATE ACTIONS

ADVOCATE ACTIONS

As an advocate, you recognise that utilising your position in your organisation can help to create culture change.

Give peer support to other allies	<input type="checkbox"/>
Learn more about what your organisation is doing on the ethnicity agenda and find ways to embed inclusive strategy within your particular area of business area	<input type="checkbox"/>
Sign up to, or request that your organisation initiates a reverse mentoring programme between managers, executives and Black, Asian and Minority Ethnic staff	<input type="checkbox"/>
Seek out or request training to educate yourself around leading diverse teams	<input type="checkbox"/>
If you have the opportunity to speak at a company event, discuss your ally journey and how others can be a better ally	<input type="checkbox"/>
As a White person, don't sit on a panel discussion, forum or group (on any topic) if there's no Black, Asian or Minority Ethnic representation	<input type="checkbox"/>
If you are a recruiter, challenge your bias in the recruitment process	<input type="checkbox"/>
If you play a part in developing policy, use your influence to ensure they are fair and inclusive	<input type="checkbox"/>

RESOURCES: THE ALLY CHECKLIST - ADVANCED ADVOCATE ACTIONS

ADVANCED ADVOCATE ACTIONS

As an advanced advocate, you are in a senior position of power. The actions you undertake can create real and lasting change within your organisation.

Make a company-wide pledge to use your influence to help drive change	<input type="checkbox"/>
Write a company-wide article about why equality and inclusion matters, what you've learned on your journey and what you plan to do in the future	<input type="checkbox"/>
Sponsor your organisation's ethnicity network (with budget or resources)	<input type="checkbox"/>
Sponsor a Black, Asian or Minority Ethnic member of staff	<input type="checkbox"/>
If you are Black, Asian or Minority Ethnic, be transparent about your journey to leadership, including the opportunities and the challenges so that others can learn from your experiences	<input type="checkbox"/>
Review hiring practices to ensure your organisation is recruiting from an ethnically diverse pool	<input type="checkbox"/>
Form a committee task force with other stakeholders to tackle race issues. Hold regular meetings and form a strategy	<input type="checkbox"/>
Do not allow policy decisions to be made without input from minority voices	<input type="checkbox"/>
Encourage your executive team to reference the steps they are taking around the ethnicity agenda in your annual report (or similar)	<input type="checkbox"/>
Take responsibility for hitting aspirational targets	<input type="checkbox"/>
Ensure that your organisation completes the annual Investing in Ethnicity Maturity Matrix, a tool which aims to help companies with their ethnicity agenda	<input type="checkbox"/>