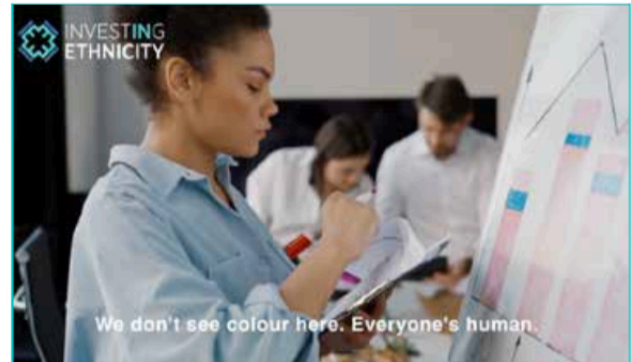


# ETHNIC INCLUSION & ALLYSHIP

CREATING AN ANTI-RACIST ORGANISATION BY GETTING EVERYONE ON BOARD.

## SESSION 2: RECAP MICRO-INTERVENTIONS



Scenario 1: You are with your team and recruiters talking about recruiting a new person

<https://youtu.be/NQ9mYGWBzVA>

Scenario 2: You are aware that someone is claiming the credit for someone else's work (this is commonly reported by diverse and minority groups)

[https://youtu.be/9io4PZ\\_wT7w](https://youtu.be/9io4PZ_wT7w)

Scenario 3: You are talking to a client who is discriminatory to a member of your team

<https://youtu.be/-s827E19kJk>

Scenario 4: Fragility – how would you react to feedback

<https://youtu.be/8EQcTvzXWjQ>

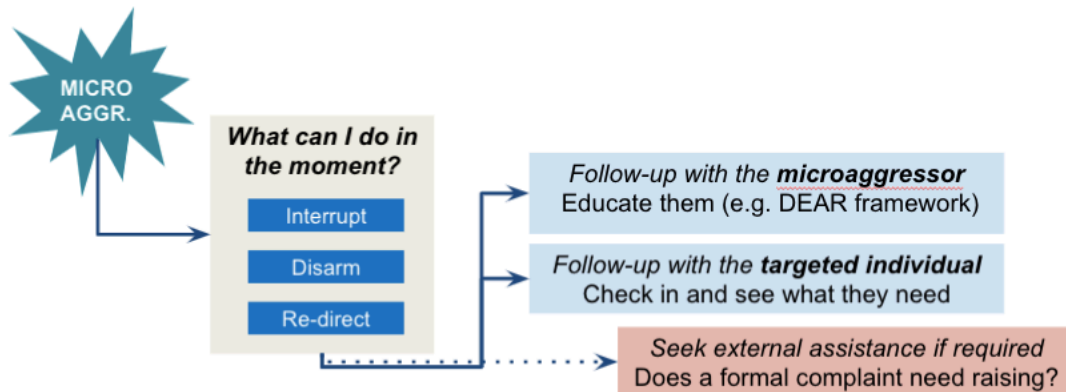
**THINK ABOUT:** *How you reach your desired outcome*

**THINK ABOUT:** *Who else is in the room*

**THINK ABOUT:** *Power dynamics and identities*

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## IN THE MOMENT - try to use "we"

### A. INTERRUPT: Phrases for interrupting

- "Hold on, can I just stop you there..."
- "Can we bring it back to something that was just said?"
- "Wait, can we take a moment?"
- "Before we move on..."

### B. DISARM: Phrases for disarming

- "I'm not sure what's being inferred, can you please clarify..."
- "Where are we going with that?"
- "I don't agree..."
- "Our values at our company are..."
- "This negative stereotype is dangerous because..."

### C. REDIRECT: Phrases for redirecting

- "We've acknowledged why we need to change our thinking"
- "OK, we see why this is problematic"
- "This'd be good to follow up on, let's pick up afterwards"

# ETHNIC INCLUSION & ALLYSHIP

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## AFTERWARDS - follow ups are key with all parties

### A. Phrases for educating

D.E.A.R. Framework:

Describe what happened,  
Explain how it made you or others feel,  
Ask for a new behaviour,  
Reward – explain the positive outcomes

Appeal to values and principles  
Separate intent from impact  
Empathise and share personal experience

### B. Phrases for checking in

“Do you have the energy to talk about...?”

“How are you feeling about...?”

“How would you like me to intervene?”

“What can I do (more of) to support you?”

### C. Actions for external assistance

Repeat offender? Report

See what training is available

If asked for, see what counselling/therapy for the person the microaggressions have been directed at

Set up a buddy system

Link with support groups, incl. ERGs