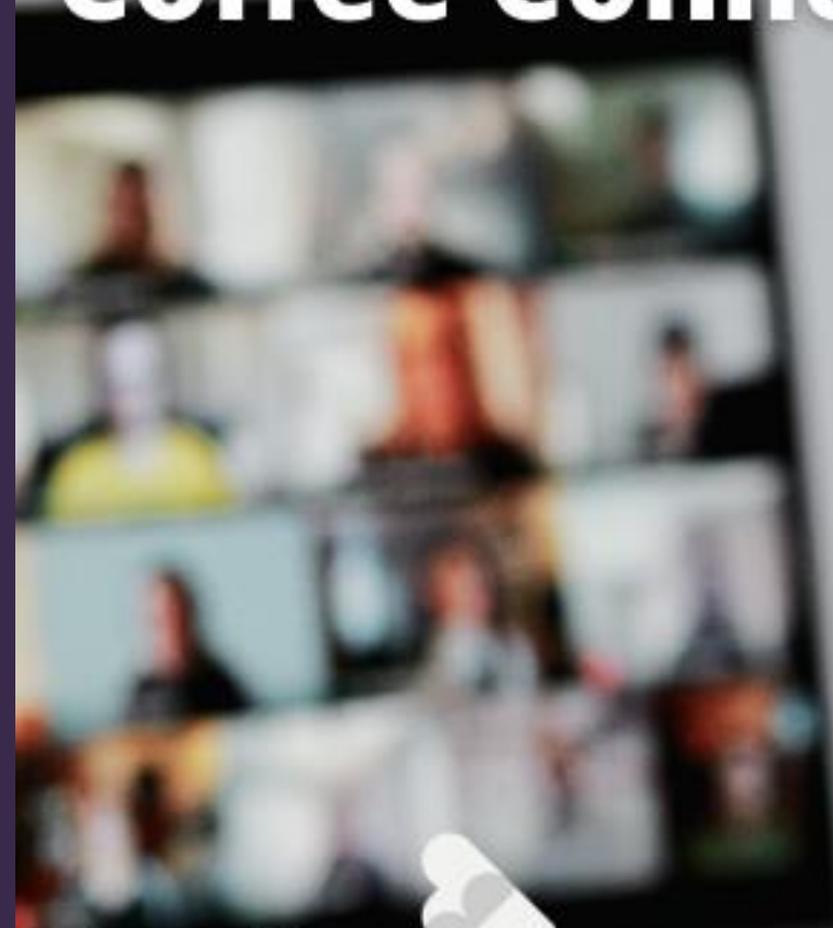




Diversity Coffee Connect: Why is it challenging to have a conversation about race

12th January 2023

Diversity Coffee Connect



Resilience with Compassion

On 12th January 2023, we invited Leading to Change community members to come together to explore the theme of **'Why is it challenging to have a conversation about race'** in the context of equality, diversity and inclusion through informal conversation and reflect on what opportunities can emerge within our own teams and organisations.

Our conversation starters were:

1. What challenging conversation regarding race would like to have?
2. Why are these conversations important?
3. What is stopping you from having these challenging conversations?
4. How might you want to have these conversations and who with?
5. What do you need to have these conversations?
6. What is the role of ally in starting and supporting these conversations?

Flow of the session:

1. Welcome
2. Overview of linked equalities blogs
3. Prepare and move into groups
4. Group conversations
5. Plenary/ Final reflections

Who joined us?



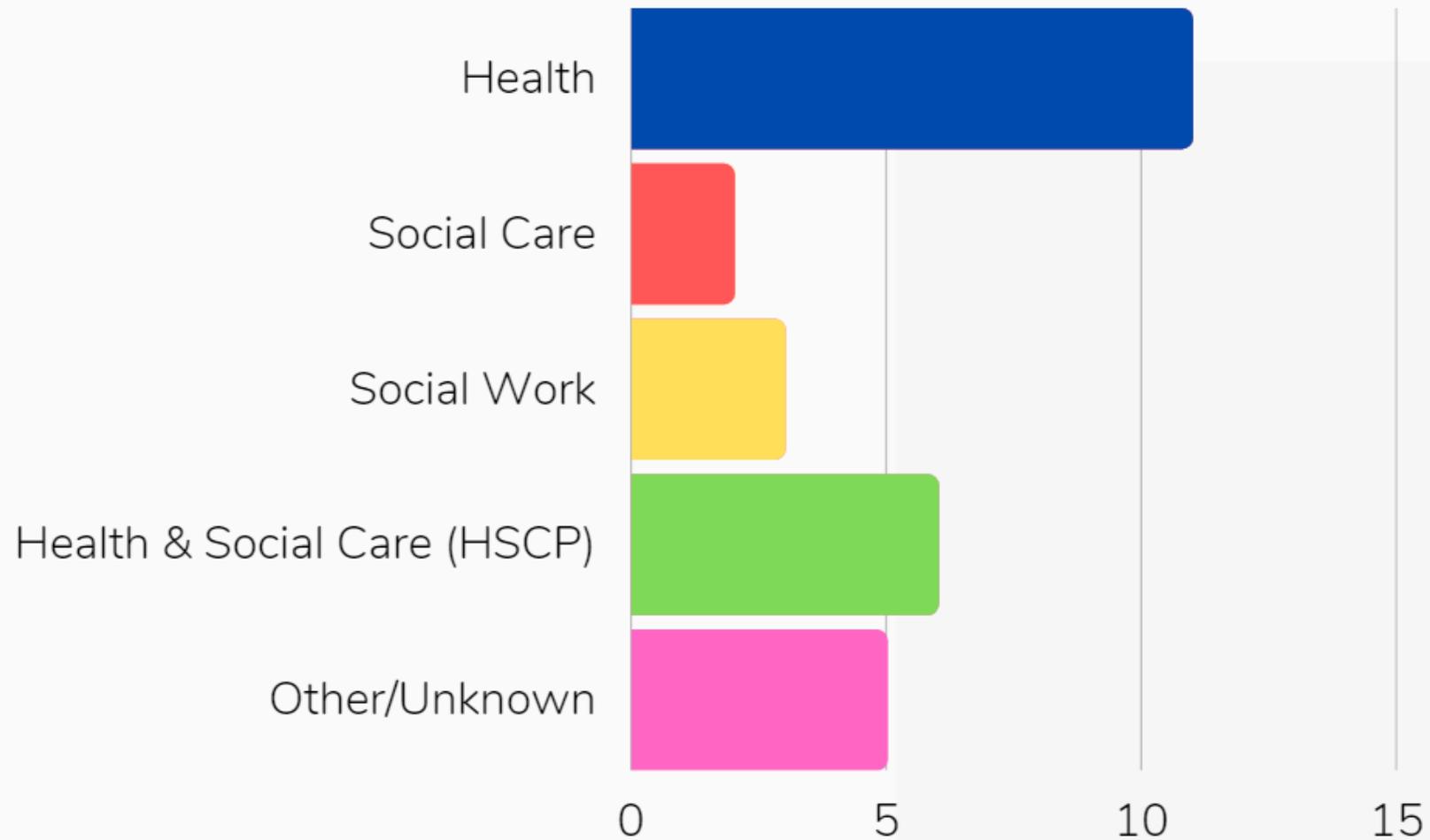
Leading to Change exists to support leadership **at all levels and at all stages, in all roles across health, social care, and social work in Scotland**. The purpose of the Diversity Coffee Connect series is to provide a safe environment to explore the context of **equality, diversity and inclusion** together through informal conversation and so these events were open to all.

We were joined by **27** colleagues from across health, social care, and social work in Scotland.

Participants joined us from a range of organisations across Scotland, including: Fife Council; East Ayrshire Health and Social Care Partnership; City of Edinburgh Council; Health All Round; Aberdeen City Health and Social Care Partnership; The Health and Social Care Alliance (Scotland); Scottish Government Territorial NHS Health Boards such as Ayrshire and Arran; Forth Valley; Public Health Scotland; Grampian; Greater Glasgow and Clyde; Western Isles; Lanarkshire and NHS Education for Scotland.

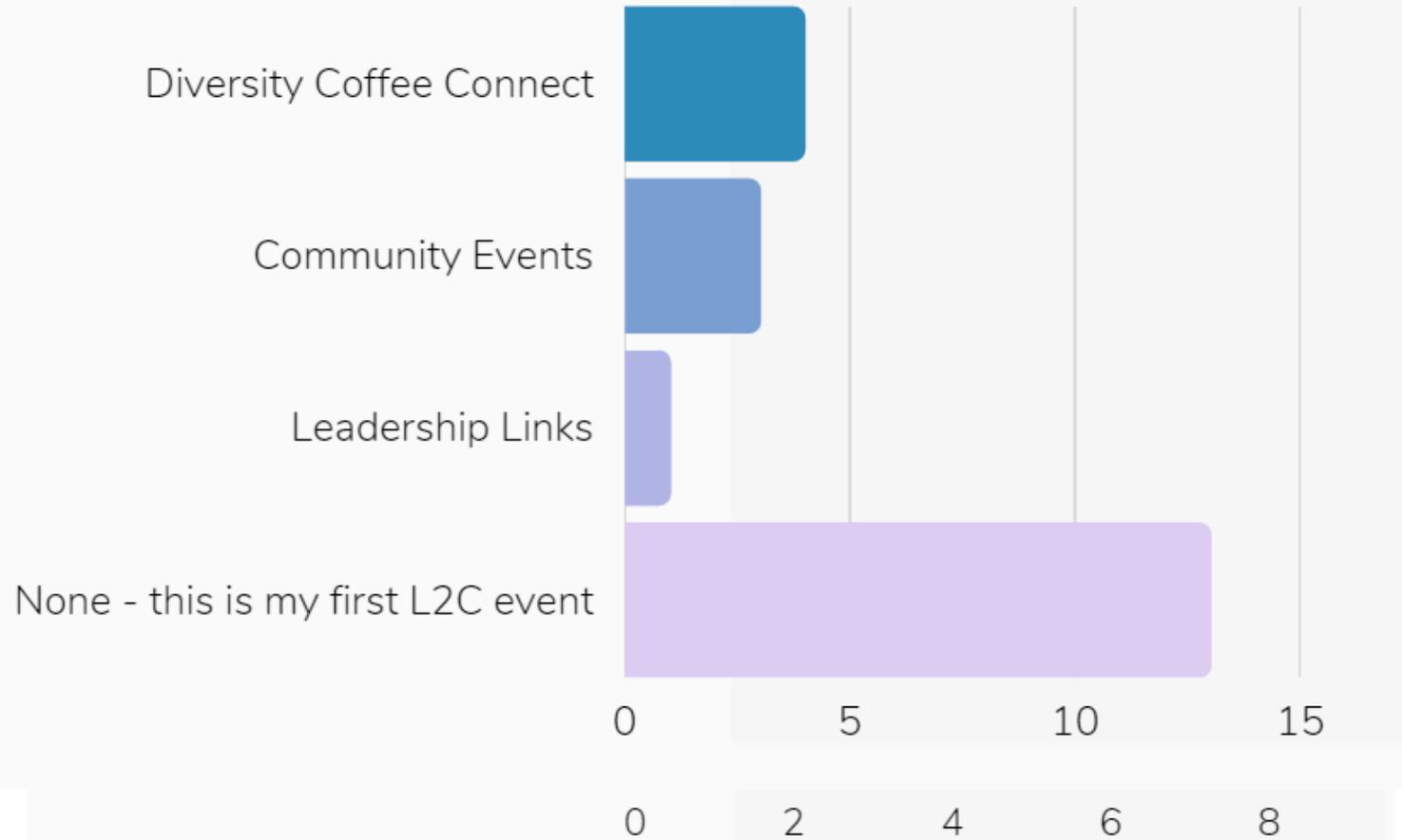
Who joined us?

PARTICIPANTS BY SECTOR



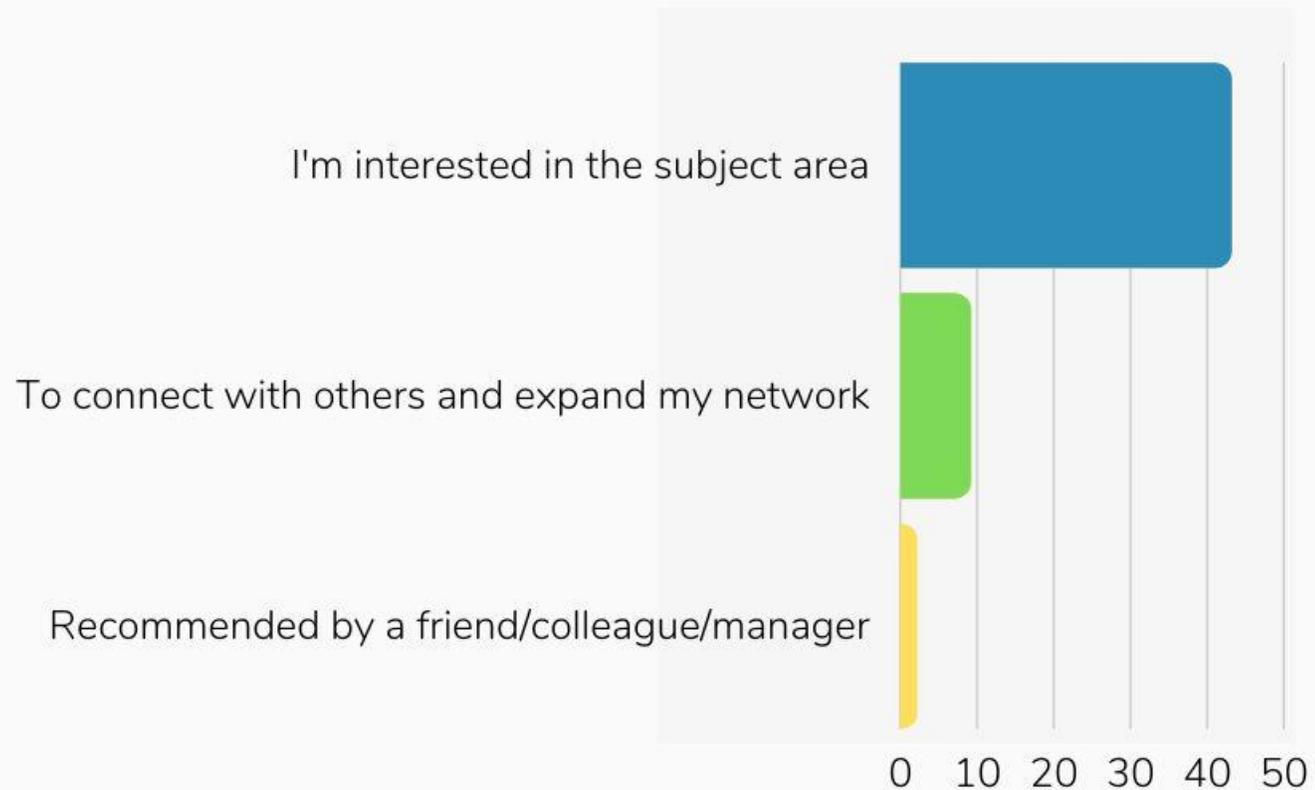
Was this your first Leading to Change event?

WHAT OTHER LEADING TO CHANGE EVENTS HAVE YOU ATTENDED?



Why did you sign up for this session? (from session registration)

WHY DID YOU SIGN UP FOR THIS SESSION?



Our Word Cloud: Why is it difficult to have a conversation about race?

lack of understanding Cultural nervousness Uncomfortable topic
fear of offending lack of education
fear of inadvertantly
Racialised terms cause offence **Fear** wrong thing structural barriers
cultural difference people right thing lack Cultural diverse people
language terminology self doubt terminology evolution



Diversity Blog Series

Writing to Connect

leadingtochange.scot

A portrait of Toyin Adenugba-Okpaje, a Black woman with curly hair, wearing a black graduation gown with a purple stole and a necklace. She is smiling slightly and looking towards the camera. The background is a blue and pink abstract design.

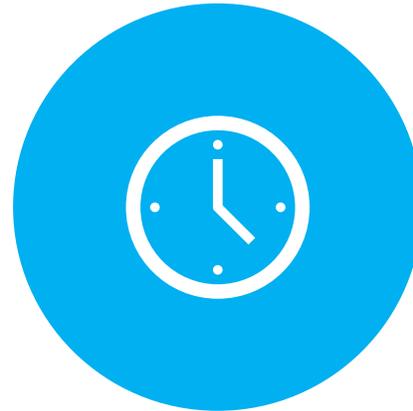
Aspirations for a Changing Social Work (Toyin Adenugba-Okpaje)

- Responsibility for change is everyone's business, not just leaders.
- Senior professionals have a role in guiding newer members of staff through difficult times. Platforms need to be developed to create these safe spaces.
- Becoming more vocal about practice creating knowledge about the system in which we work, thereby becoming able to influence the knowledge that defines practice
- **Challenge:** What can I do in my own sphere of influence to combat racist and discriminatory practices?

Breakout rooms: facts and figures



8 BREAKOUT ROOMS



TIME IN BREAK OUT
ROOM: **30 MINUTES**



EVENT DURATION: **60
MINUTES**

Key conversation themes

The themes from our conversations included...

“Need to address what rights for an employee if an organisation doesn’t enable a fair and open conversation”

“Encourage dissemination from top down”

“Importance of safe spaces for conversations”

“The role of allies/active bystanders; guidance/support for this”

“Encourage team to start conversation”

“Curiosity and earnestness”

“Shifting the narrative from interpersonal racism to structural and systemic racism”

“Calling out bad behaviour”

“Sharing experiences”

“Line Manager Support”

“Understanding of difference”

Our Word Cloud: Enablers and Opportunities

What can make a conversation about race easier? What are the enablers and opportunities?



Feedback

We asked participants for their reflections on the session. 11 participants (41%) responded to our feedback survey.

Their reflections included:

11

out of 11 respondents said that DCC event felt like a psychologically safe space

11

out of 11 feel very confident, confident or somewhat confident to start an equality, diversity and inclusion conversation with their colleague, manager and team

11

out of 11 would attend a Diversity Coffee Connect session in the future

What participants said about this event

- *“Good intro for some colleagues on equality and diversity issues and an opportunity to hear about what is going on in other organisations*
- *“As practice learning lead I share information amongst practice learning colleagues and newly qualified workers - I feel better informed to discuss the benefits of taking the time to join in on these conversations to support their practice and thinking”*
- *“Everyone would benefit from this session.”*
- *“It was relaxed, the timing was good and easily accessible. There was a wide range of participants too which is always valuable.”*

Your suggestions for future themes and conversations

- Accessible services
- Acceptance of differences
- Belonging
- Race inequalities
- Eating disorders
- Emotional intelligence in diversity setting
- Empathy and understanding difference
- Ethnicity data collection
- Gender inequality
- Unconscious bias
- Intersectionality
- How to attract a diverse candidate pool
- Neurodiversity

- Honesty
- Inclusion
- Challenging conversations
- Anything around leadership and EDI
- Hidden Diversity
- Addictions, Alcohol and drug issues
- Health inequalities
- Resilience within teams
- Intentional Inclusions and microaggressions-different levels of acceptance
- Reducing barriers such as language
- Mental Health Stigma
- Disability in the workplace,
- LGBT+
- Supportive Work Cultures
- Supporting change
- Racism in Social Work
- Sharing stories of hope and inspiration-positive changes academic expectations of employees

Next events in the series



Diversity Blog Series



8 February 2023

Theme: What does it mean to be an ally?

How to Find Out More



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Email the team: hello@leadingtochange.scot



Keep in touch: [Leading to Change weekly email](#)

Thank You!

If you have any questions about anything in this pack or any of the events in the series, feel free to contact us at: hello@leadingtochange.scot

