



# Insights Pack

## Cultural Awareness for Anti-racist Action at Work

Diversity Coffee Connect Series

26<sup>th</sup> October 2023



# How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to Equality, Diversity and Inclusion leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
  - ▶ Ask yourself the **questions offered for consideration**
  - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

## Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

## About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard  
about our  
Diversity Coffee  
Connect  
programme?**



- ▶ Watch the video [here](#).

# Our focus

The theme for this session was **cultural awareness and antiracist action at work**, as part of our leadership capability theme of Collaborating and Influencing.

We were joined by Calum Gallacher who shared his experience and perspective as a social worker & assistant secretary for the Social Workers Union.

## Reflective questions / conversation starters

- ▶ What stands out for you from what was discussed?
- ▶ What feelings come up for you when the impact of white supremacy and structural racism in the workplace is discussed?
- ▶ What do you think we can do to be actively antiracist and act as active bystanders when we witness microaggressions?
- ▶ What do you need to support you in these efforts?

## Resources offered for consideration



5 min read – [Diversity Blog by Calum Gallacher](#)



5+ min read and watch – [A series of interactive resources](#) by Mind UK on the importance of having conversations about race



2 min [read](#) and [listen](#) – White Comedy - A poem by Benjamin Zephaniah



14 min watch – Loretta J. Ross: [Don't call people out - call them in](#) | TED



6 min watch – [Jane Elliot's 'Blue eyes, brown eyes' exercise](#) (1968)

# Our contributor

With a focus on storytelling and reflections, our contributor shared his experience and insight on the topic of cultural awareness and antiracist action at work.



**Callum Gallacher**

Assistant General Secretary for the Social Workers Union

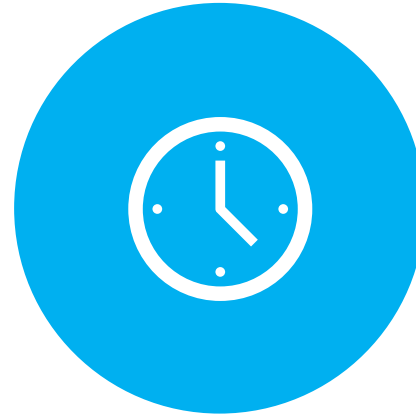
- People of colour bear the harm of racism and people with white privilege need to take ownership by acknowledging and discussing this.
- Racism is embedded in language and institutions.
- It is not enough not to be racist – to challenge structural racism we need to take action to be anti-racist.
- Microaggressions are one example of the way people of colour experience racism at work.
- Anti-discriminatory practice is enshrined in social work education and there is an increasing focus on inclusion. Is this enough? What can we commit to do about racism at work?

# Group discussions

We invited our community to explore what this means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



5 BREAKOUT ROOMS



TIME IN BREAK OUT  
ROOM: **20 MINUTES**



EVENT DURATION: **60  
MINUTES**





# Call to action (I)

We collectively identified the following actions, relating to 'one thing we can do' following our session

Calling people *in*  
– rather than  
calling them *out*

Getting to know our  
teams and their needs

Promote more active  
bystander training.

Challenge  
stereotypes/malpractice  
as it occurs

Be curious  
and keep  
learning

Ask for  
feedback

Aware of the language  
we use to describe  
each other

Be brave to be wrong  
and learn

Create safe spaces to  
have conversations

Understand the  
additional barriers for  
raising concerns

# Call to action (II)

We collectively identified the following actions, relating to *'one thing we can do'* following our session

Share inspiring ideas from the session with those who are keen to learn but couldn't be here

Being self-aware of our own prejudices/biases and impact

Think more about how to engage across generations re: language

Engage in cultural awareness training

Policies are all there – action and understanding is needed

Learn about power and systems

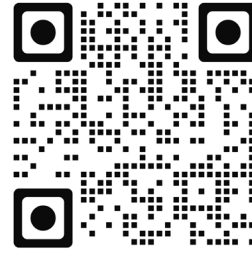
Include others - Ask who is not the room?

Be an active bystander

Join the black professional group mentioned



# Moving forward



Scan for  
events



## ▶ **Tell us more** [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

## ▶ **To find out more**, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, upcoming events, diversity blogs and more.
  - ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources
- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



# Wellbeing resources

- We recognise that this session may have raised some issues that you recognise in yourself or others.
- National Wellbeing Hub: <https://wellbeinghub.scot/>
- Coaching for Wellbeing: <https://wellbeinghub.scot/resource/coaching-for-wellbeing-a-digital-coaching-service-for-all-health-and-social-care-staff/>
- Other national services: <https://wellbeinghub.scot/national-services/>



**Thank You!**

