



Insights Pack

" Being vs Doing "

Reclaiming narratives as part of Black History Month 2024

22nd October 2024



How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to your 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

As part of Black History month celebrations, we offered a space to explore the theme of Reclaiming Narratives — highlighting and learning from stories of resilience, empowerment and belonging.

This year's theme of 'Reclaiming Narratives' is a call to action encouraging us all to honour, educate, and empower ourselves and others from stories that define Black history and identity. (Race Equality Matters, 2024)

Reflective questions

- How do our personal narratives influence our outlooks on life and work, our self-esteem and how others see us?
- Have you considered your own professional narrative? What story does it tell?
- How can we bring our authentic selves to leadership, to embrace all our unique traits and skills?
- How do we foster an environment for others to do the same?

Resources offered for consideration



4-minute read - Our [featured blog](#) for this session, written by Christiana C. Ekpete, focussing on storytelling and reclaiming narratives.



3-minute read - [Black History Month 2024: Reclaiming Narratives - Race Equality Matters](#)



1+ min - CRER- An [interactive map](#) showing sites of importance to Black history in Scotland.



18 min watch - TED - A [seminal TEDTalk](#) by award winning novelist Chimamanda Ngozi Adichie on the danger of a single story. Explores cultural authenticity and how if we hear only a single story about another person or country, we risk a critical misunderstanding.



Christiana C. Ekpete is a Healthcare Chaplain in Spiritual Care with NHS Tayside.

Blog: Doing vs Being

- The narratives passed down from one generation to another often determine our outlook on life, work and how we see ourselves.
- Wellbeing, leadership and equity are inextricably intertwined, and all are impacted by our access, or lack of access, to power.
- We naturally gravitate to roles which align with our passions and our skills. How can we utilise these to achieve a sense of belonging at work?
- We all want to feel valued, respected and seen – how can we connect with our core purpose to be the best version of ourselves at work?

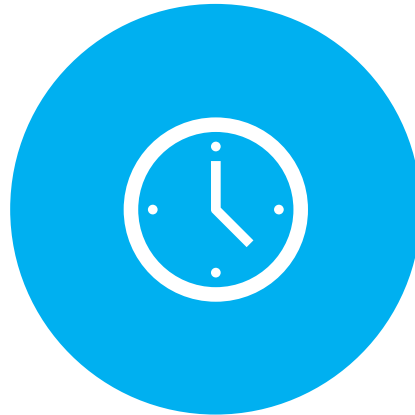
Reflective challenge: What is your personal and/or professional narrative and how can it help you explore the power you hold in the workplace?

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

Reflections, actions, and insights we collectively identified relating to *'one thing we can do'* following our session

The power of storytelling and re-telling a story in your terms – ownership. The power of building bridges and making connections

Sharing past stories will help prevent a repeat of the past moving forward.

Be true to myself, journeys of self, Self reflection

Actively invite people into the workplace

translation, translation, translation

Offer the gift of listening, self-acceptance and authenticity.

Self-reflection and willingness to learn to develop deep understanding of working culture while improving communication with the team members

There are a number of micro-inclusions we can do in the workplace, instead of micro-aggressions.

Call to action II

Reflections, actions, and insights we collectively identified relating to *'one thing we can do'* following our session.

Be your authentic self, recognise what you can and can't influence be curious

Listening to each other, respecting everyone's journey, being good to each other

Importance of leaders being custodians of culture

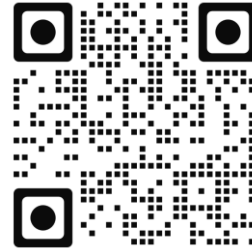
Be aware of stereotyping others according to gender or cultural background.

Celebrating our differences, finding our common goal/aim, enhancing team working

The gift of time and listening. Remain curious and ask questions. Importance of being able to bring our (human) BEing to enable us to DO our work well.

Staying connected, having compassionate conversations

Moving forward



Scan for
events



▶ **Tell us more** 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, the Allyship Hub, Leadership 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





Thank You!

