

Equal to Anti-Racism

Razia Aziz, is co-Director of the Equality Academy, and will be delivering the programme, *Equal to Anti-racism?*

Dates of Workshops are:

Tues 23rd Feb 9.30am – 1.00pm

Thurs 11th March 9.30am – 1.00pm

There will also be pre work and tasks to complete in between workshops.

Razia says..

After 25 years in the equality diversity and inclusion sector, I find myself newly challenged and inspired by developments in the world, and on a growth and learning journey. I am looking forward to sharing a stretch of this journey with you.

Aware of my location as a queer south Asian woman of Muslim heritage and middle class, non-disabled, privilege, I seek to bring a transparent approach to this work which does not avoid the tough or complex questions, but is rooted in compassion and a drive to inquire into the truth of the matter together and find better ways forward.

- The live sessions (23rd February and 11th March) are key valuable learning opportunities: please attend to the requirements of online learning included below
- Pre- and inter-workshop tasks are an essential part of the experiential process of this work – and that learning continues in its most important phase *after* the second workshop, in *post work* where you will take your insights forward to implement changes: please attend to the notes below on how best to approach this programme. The invitation to pre-work is also set out in the information below.
- Focusing on the terrain of anti-racism means necessarily addressing questions of racial harm and racial inequality, which can trigger trauma – particularly for Black Indigenous /People/ of Colour (BIPOC): please attend to the notes on psychological safety included below
- Although there are only one or two of you attending from each organisation, it is essential that you plan now to share your learning with other colleagues in your respective organisations. You will be asked to do specific things with them/recruit their support to take forward the learning in both the inter- and post-workshop phases. It would be wise to set up now at least one meeting with some or all of them between the two workshops and a second after the second workshop. I also recommend that you have at least one meeting of BIPOC staff in your organisation separately from these meetings, so that a confidential discussion can be had about the implications of this work specifically for them.

Psychological safety & self-care

Inquiring into questions of systemic racial inequality and how to address it can be inspiring. It can also trigger difficult emotions and bring up painful experiences.

As this is not a therapy group, it is important that each person participating think carefully about the support you will need to process what comes up for you, particularly if you are from a minoritized racial or ethnic group. The attached questionnaire asks you some questions about this. You are encouraged to consciously engage in self-care practices before and after workshops and learning

activities on this programme. Without breaching the confidentiality agreement we will enter into, you are also urged to debrief your experiences of this learning programme with at least one trusted person.

Learning requirements

For a positive learning experience, please attend to the following:

- Keep a journal for this learning programme – whether virtual or hard copy – and write down/draw/sketch/map or otherwise record your personal learning reflections in it. You will not be asked to share this with anyone.
- Please inform me of any reasonable adjustment needs that you have in order to ensure the online learning environment and the course materials are accessible to you
- Do not use a mobile phone to access the online workshops – please use a desktop, laptop or large tablet
- For workshops, be in a private space where you and others cannot be overheard and where you will not be interrupted if at all possible
- Have a notebook If you have a screen pen, have it handy during workshops
- Keep water/drink and snacks with you during the workshop to ensure you keep hydrated and keep your blood sugar ticking over.
- I intend to break at least every hour – if I fail to do so, please call a break!

If you are interested in taking up a place, please get in touch with Jane McMorrow at Creative Future.

jane@creativefuture.org.uk

Organisations taking part are

The Old Market
Little Green Pig
Brighton People's Theatre
Shared Space & Light
Marlborough Productions
Creative Future
LookOut
The Spire