RACE EQUALITY MATTERS

100 Ideas

Discussion group 1 of 3:
What can be done to make Allies Active?

A Big Collaboration Event:
Making Race Equality Everyone's Business

Race Network Leaders and Future Leaders Series 2023

Tuesday, 21 March 2023

We value the thoughts of everyone in our community, who is pioneering the drive to tackle racism in the workplace.

This list of Ideas was created by members of our community that attended our Race Network Leader and Future Leader's Event.

A big thank you to everyone involved.
The REM Team

100 Ideas

During our Race Network Leaders and Future Leaders event on 21 March 2023 we held three collaborative discussion groups.

During one of the discussion groups, attendees explored the topic:

What can be done to make Allies Active?

They shared their ideas in the event chat and we have pulled them together to share with you.

What Can Be Done To Make Allies Active?

1. Ensure a plan and vision is in place with tangible outcomes clearly identified on what it is to be an effective ally.
2. Listening to ethnically diverse colleagues and their experiences.
3. Understanding that speaking up does not need to be confrontational, just stressing what it is/was wrong.
4. Try to act in the moment but if you don't, still act.
5. Using our privilege, understanding we as allies are in a safe position to speak up.

What Can Be Done To Make Allies Active?

6 Don't make assumptions, a one size fits all approach won't work.

7 Common language for people to feel confident in speaking out at work.

8 Leadership engagement is key for allyship.

9 Creating an organisation that allows allies to step forward; get it wrong and learn from each other - creating a sense of courage for people to step forward and use their voice.

10 Training for allies around wider EDI issues; courageous conversations and cultural intelligence.

What Can Be Done To Make Allies Active?

11 Set up a reading group looking at anti racist literature.

12 Run awareness events - e.g. fasting day for all staff who wants to participate as part of Ramadan.

13 Find neutral ways to enter the conversation - film club, book club etc.

14 Have and continue to build a resource hub with ideas for articles, books, movies, tv shows, podcasts, for D&I and organise movie night or book discussion etc.

15 Its never too late to speak up, in the moment ideally but even afterwards and sharing.

What Can Be Done To Make Allies Active?

16 Create learning circles.

17 Use an inclusion network in the organisation.

18 Reaching out to different communities within our ethnic minorities to stand together.

19 Create 'You Said, We Did' document in relation to activity that has been possible as a result of allyship - make it real.

20 Be sure to call out bullying.

What Can Be Done To Make Allies Active?

21 Ask for anonymous questions before networking group sessions so that people can ask more challenging questions. Having those difficult, open conversations can be really helpful.

22 Focussed steering groups for protected groups, and develop the team's understanding of Equality Act.

23 Have ally ambassadors within teams to ensure that allyship is company-wide.

24 Having a group of White Allies in the organisation.

25 Develop strategic plans regarding antiracism.

What Can Be Done To Make Allies Active?

26 Gain strength in numbers with other network groups e.g. LGBTQ, Gender inequality all interested in having active allies in our organisation, sharing ideas between these groups is beneficial.

27 Work collaboratively with other aspects of D&I.

28 Weave allyship and active bystander behaviours into processes such as team plans, supervision, performance reviews etc.

29 Enable questions to be asked, no matter how clumsy - this can address any mistakes so they can learn.

30 Reach out to people directly - shouting about what we are doing and why.

What Can Be Done To Make Allies Active?

31 Hold data driven commercial conversations - let people/colleagues with influence understand the value and become advocates of our work.

32 Facilitate sensitively curious forums.

33 Develop the ability to listen and to understand and not to respond.

34 Be an open environment to have honest conversations.

35 Hold uncomfortable conversations.

What Can Be Done To Make Allies Active?

36 Create conversations that: help understand what an ally is; give permission for allies to make mistakes; call out through conversations not confrontation; give people platforms to speak don't speak for; have clear measures on impact.

37 Communicate internally and externally about Race Equality work and reaching out directly to team to get involved.

38 Floor walks, active approach to people and encourage brief and lengthened discussions.

39 Facilitate discussions about race and be willing and open to the learning new perspectives.

40 Recognise the interplay between intent and impact - communicate without defensiveness to encourage positive reflection and behaviour change.

What Can Be Done To Make Allies Active?

41 Active allies should be invited to attend General Meetings of Race Equality Networks within an organisation to share their views.

42 Collate data for inclusivity purposes.

43 Have clear KPIs and measure outcomes.

44 Show the tangible results of their time invested in working to make sure race equality matters.

45 Uphold accountability - objectives and measuring progress/outcomes.

What Can Be Done To Make Allies Active?

46 Produce monthly reports - Data driven outputs shared with Senior leaders/Allies on achievements of the network.

47 Measure inequality interventions.

48 Attach ally-ship to work performance. KPI for enacting change should be there for all.

49 Human library : Ask questions you want to ask - hire a person as a book and that person shares their experience and learn a new story constructively.

50 Create audio visuals to understand what the experience is like if you are a black employee - give exposure.

What Can Be Done To Make Allies Active?

51 Sign pledges - people signing up and holding some momentum and can be held to account.

52 Educate people on how EDI supports everyone to be authentic individuals.

53 An Allyship programme would be great.

54 Provide a resource pack for managers to lead conversations about race.

55 EDI professionals need tools to measure impact.

What Can Be Done To Make Allies Active?

56 Need to explain more what privilege is; need to articulate that increasing equity is for the benefit of everyone and that people won't lose privileges.

57 Establish a clear definition of an ally so it could be shared and people are clear of their roles.

58 Is allyship the best term? Being called an ally is a gift - actions being recognised by those impacted. Not a title we can bestow on ourselves.

59 Share resources across the organisation.

60 Provide more information to Allies and education on the language being used.

What Can Be Done To Make Allies Active?

61 Build glossaries to support terminology / fear of getting it wrong - drives increased conversation

62 Clear guidance from organisation about what is expected of allies

63 Important that senior members are allies too.

64 Ensure there are effective champions in an organisation, who hold others to account

65 There should be strategic leadership and support actively discussed in public spaces

What Can Be Done To Make Allies Active?

66 Encouraging participation from the top up with exec attending events.

67 Getting commitment for action.

68 Leadership should role model and act as allies.

69 Leadership have influence- sponsorship of mentoring programmes.

70 Creating safe spaces is very important but lack of trust in authorities can prevent people speaking their own truth even when ‘safe’ spaces are created.

What Can Be Done To Make Allies Active?

71 Develop understanding and empathy. We had an excellent Tea Break session where people were asked questions. Although you know stuff in theory, there's nothing like realising your privilege when among colleagues who don't have the same privilege.

72 Invite people to events where they are able to ask questions from people of colour that they might feel embarrassed to ask a colleague in the office.

73 Build 'safe spaces' for people to ask questions they're too afraid to ask

74 Make allyship personable and approachable.

75 Upskilling allies to give them confidence to be active.

What Can Be Done To Make Allies Active?

76 Give people techniques to call out racism and microaggressions.

77 Understanding challenges i.e. gender/race groups.

78 Identify the differences between being an ally and an active ally.

79 Be prepared to be uncomfortable and understand privilege.

80 There is a need to break down and understand what the issues are that are stopping people from becoming active allies.

What Can Be Done To Make Allies Active?

81 On a individual basis work out what is within your gift i.e. your remit, power and influence to advocate for others and professional engage! Educate and learn so you can positively disrupt negative situations.

82 Understanding the history of racism in this country.

83 Develop mandatory training for new starters and refresher training each year.

84 Invite staff from global majority to co-present.

85 Respecting peoples views and values, understanding religions and cultures.

What Can Be Done To Make Allies Active?

86 Understanding of structural racism stereotypes and associated rhetoric and its impact of poor systems and processes which facilitate racism and allow it to persist. How to review and implement systems that actively seek to root at racism in decision making.

87 Being able to safely/constructively challenge, good quality allyship training and being able to scale allyship up across the whole organisation/making it everyone's business and not being tokenistic.

88 Reverse mentoring (allies can support this).

89 Reciprocal mentoring.

90 Mentoring/reverse mentoring is to be resourced and organised by the organisation.

What Can Be Done To Make Allies Active?

96 Ensure that empathy is created from personal stories even before information/statistical information.

97 Remove the fear from getting it wrong- what action is the correct action?

98 Embrace mistakes, learn and keep moving.

99 Education is big but you need support to give courage to people to speak out and champion.

100 We must have a good understanding of what the problem is before we try to tackle/solve it.

Supporting Solutions

www.raceequalitymatters.com/solutions

88% believe it will help tackle race inequality.

safe space™

A facilitated dialogue between ethnic minority employees and exco/board members. Employees are heard. The board make a commitment **to take action** to address some of the key issues.

83% believe it will help tackle race inequality.

The Big PROMISE™

Individuals across organisations select and make a promise. It is a public commitment, which must be measurable and to which they can be held accountable, to create a positive change.

78% believe it will help tackle race inequality.

safe space™ Tea Break

A framework and opportunity to hear the honest voice and feelings of colleagues about race inequality. All employees are invited to a one-hour themed, online discussion about an issue that matters.

95% said it would have a positive impact on race inequality.

My name is:

#MyNameIs encourages organisations and individuals to normalise phonetic spelling in email signatures, meetings, name badges and more.

A Huge Thank You To:

Everyone that shared their ideas and experiences during the event.

Our Key Partners

Our Partners and Supporters

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RACE EQUALITY WEEK™

5-11 February 2024

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Is it in your diary?

Race Equality Week

5-11 February 2024