

RaceEqualityMatters.com

 RACE
EQUALITY
WEEK

5-11 February 2024

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#ListenActChange

Insights and Ideas

Get Ready For Race Equality
Week 2024

Thursday 21st September 2023

22 Insights and Ideas
Get Ready For Race Equality Week
- 5 Months To Go

What will you need to do or what will help you
implement #ItsNotMicro in your organisation?

This guide cannot be used for commercial gain, if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

Introduction

This co-created “Insights & Ideas” resource has been compiled from dialogue gathered during our ‘Get Ready For Race Equality Week - 5 Months To Go’ event on the 21st of September 2023.

The resource covers some of the suggestions and ideas we received on: **What will you need to do or what will help you implement #ItsNotMicro in your organisation?**

From the event these are the main points that were fed back to us:

1. Providing **educational resources** for colleagues and senior leaders will help to ensure everyone in the organisation knows what microaggressions are and how important intentional action is to prevent microaggressions in the workplace.
2. **Senior leadership buy-in** is essential when it comes to implementing the solution. Their buy-in will help to fund resources and necessary actions that can really help with impact.
3. **The voices of ethnically diverse colleagues** need to be heard when implementing #ItsNotMicro. Examples could be co-designing the campaign with ethnically diverse colleagues or ensuring their opinions are heard on how best to implement it in the organisation.

Included in this resource are links, resources and activities, as well as virtual and 22 in-person insights and ideas.

83% said they experience microaggressions in the workplace.

Only 16% said microaggressions are called out in the workplace.

73% believe the #ItsNotMicro solution will help tackle race inequality in their organisation.

You can watch the full event video here:

[Get Ready For Race Equality Week 2024 - 5 Months To Go](#)

We look forward to seeing you at future events.



Collaborative Discussion Group:

Helping each other and sharing ideas

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

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Category 1: Educational Resources

Responses from Discussion Group Participants.

1 Training and resources to help implement the solution.

2 Education for senior leaders about why and how they should support this.

3 Training modules for everyone in the organisation.

4 Education on what microaggressions are so there is a level of consistent understanding across the firm.

5 Address and share the words and phrases that are passed down through generations and educate the team on why they are offensive and inappropriate.

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

Category 1: Educational Resources

Responses from Discussion Group Participants.

6 Teach people examples of how to call out the people who say microaggressions and how important active and intentional action is.

7 Different learning tools so people can learn in their own way.

8 Simple definitions to support people's understanding of microaggressions.

9 Guidance on staff support bearing intersectionality in mind and the nuances of the microaggressions relating to identity.

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

Category 2: Senior Leadership Buy-In

Responses from Discussion Group Participants.

10

Communication from senior management showing their commitment.

11

Be sure that there is buy-in from the top because resources will be needed to help people navigate their 'fear' around doing this.

12

Discuss the solution with the senior leadership team before working with staff.

13

Encourage the senior leadership team to petition that microaggression training is included in training for new staff.

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

Category 3: Understanding tokenism is not allyship.

Responses from Discussion Group Participants.

14

How to hold ourselves and each other to account so we are able to battle tokenism.

15

Having a conversation or some kind of post about 'tokenism', what it is and why it is wrong.

Category 4: Having open conversations.

Responses from Discussion Group Participants.

16

Training on courageous conversations on Race which open up discussions with colleagues.

17

Facilitating frank and open conversations to help understand what microaggressions are.

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

Category 5: Ensure the voices of ethnically diverse colleagues are heard.

Responses from Discussion Group Participants.

18

Co-design with EDI colleagues to lead an internal campaign and raise with senior leaders and facilitate local discussions.

19

Sharing personal stories to show the impact of microaggressions.

What will you need to do or what will help you implement #ItsNotMicro in your organisation?

Category 6: Other

Responses from Discussion Group Participants.

20

Regular communications for the week such as sending out reminders etc.

21

Some form of live feedback loop to gather insights on challenges/opportunities from those who have implemented the approach.

22

Confidence.

Click the Image below to Watch The Event Recording

www.raceequalitymatters.com/events

Race Equality Week 2024
5 Months To Go
21 September 2023

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working together for a better world

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If you are not already part of our community, sign up for free today to hear about future events and solutions.
www.raceequalitymatters.com/register



Join Our Community

The Race Equality Network is Race Equality Matters' growing and engaged community.

It is made up of people who are serious about tackling race inequality.

With 5,100+ organisations represented; members include:

- Allies
- Ethnically Diverse Employees
- Race Network: Leaders, Future Leaders, and Network Members
- HR & D&I
- Senior Leaders
- Changemakers

Our virtual network has no geographic barriers and provides a platform where our community collaborate, learn, and **share what works**. Members also inspire and support each other.

We provide free, expert-led events; practical and impactful solutions; and current insight and statistics gathered from event chats, surveys, and polls that can be used to engage and influence.

If you are not already part of our community, register for free today.

[Register](#)

A Huge Thank You To:

Everyone who shared their insights ideas and experiences during the event.

Our Key Partners



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Supporting Solutions

www.raceequalitymatters.com/solutions

88% believe it will help tackle race inequality.



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.



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.



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.



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

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Is it in your diary?

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