



An Introduction to 'Race' and Equity Issues

Unconscious bias? Let's make it conscious! A one-day workshop exploring the nature of racism and other 'isms' and their impact.

in Glasgow on Wednesday 21st March 2018

It is 50 years since the assassination of the black Civil Rights leader, Dr. Martin Luther King Jnr. This event triggered Jane Elliott, then a primary school teacher in what was described as 'all white, all Christian' Riceville, Iowa, to develop the 'blue-eyes, brown-eyes' exercise in discrimination to help the children in her class understand the systematic nature of racism.

The exercise is as relevant and necessary today as it was then.

This one-day workshop, facilitated by Gillian Neish, uses a film of the exercise to raise participants' awareness and broaden their understanding of the complexities of racism and to encourage them to draw parallels with other 'isms'.

Participants will then have the opportunity to consider the current environment and to explore ways to use their own influence to challenge power inequalities and promote anti-oppressive ways of working.

There will be input, discussion of DVD materials, small groupwork, large group discussion and individual reflection. The workshop will be practical and participative. In a stretching but supportive way, participants will be encouraged to explore options, share good practice and develop practical strategies to implement back at work.

The objectives of the workshop are to enable participants to:

- recognise stereotypes and how they can influence behaviour;
- explain the systematic nature of racism and the ways it is maintained and perpetuated

- draw parallels between the racist behaviours based on eye-colour in the 'eye colour exercise' DVD with the racist behaviours based on skin colour (and with discriminatory treatment because of other 'isms') because of power inequalities in society;
- understand how discriminatory treatment effects both victims and perpetrators and how it can lead to negative behaviours which reinforce prejudice against members of less powerful groups;
- consider how the brain processes information and explore the concepts of unconscious bias and cognitive dissonance;
- consider equity issues and good practice (including consideration of different communication styles and the power of language);
- share good practice;
- explore ways to mitigate bias and develop practical ways to work equitably with managers and colleagues, service users and other stakeholders;
- consider their own roles as 'champions' in taking the diversity agenda forward.

This workshop runs from 9.30pm until 4.30 and is being held on Wednesday 21st March 2018 in Collabor8te, 22 Montrose Street, Glasgow G1 1RE

The fee, incl. light refreshments, is £180.00
(£150.00 plus VAT @ 20% £30) per participant.

To book and for more information
Tel: 0141 341 0469
Email: info@neishtraining.com

AN INTRODUCTION TO 'RACE' AND EQUITY ISSUES - BOOK YOUR PLACE NOW!

To book your place on and/or for more information about this one-day workshop being held in Glasgow on Wednesday 21st March 2018, send your details to:

Gillian Neish, Neish Training
P.O. Box 26999, Glasgow G1 9DH Email: info@neishtraining.com
or book via our website www.neishtraining.com

First Name: _____ Surname: _____
Organisation: _____ Job Title: _____
Address: _____
Postcode: _____ Daytime Tel No: _____
Email Address: _____
Venue & Date: _____

I would highly recommend this workshop to anyone as everyone has something to gain from it."

Past participant

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Glasgow - Wednesday 21st March 2018

The workshop will be facilitated by Gillian Neish

Gillian works with individuals and organisations in all sectors to help them recognise and fulfil their potential. The focus of her work is power, whether challenging the power inequalities of racism, sexism and the other 'isms' or developing personal power through personal development programmes.

She designs and facilitates courses which encourage people to think beyond stereotypes and accept the reality that there are as many differences in any one group as in any other group (even their own group, however they choose to define their group). In a challenging but non-threatening way, she enables participants to explore the nature and impact of racism and all power inequalities in society and to develop practical strategies to eliminate discrimination and value diversity.

Gillian works with Jane Elliott, www.janeelliott.com the international facilitator and lecturer, who developed the eye colour discrimination exercise made famous in the training film 'The Eye of the Storm'. Gillian now conducts the 'brown-eyed, blue-eyed' exercise here in the UK providing an experiential opportunity for participants to understand the impact of power inequalities.

Gillian is also licensed by the Springboard Consultancy to deliver its award winning programmes and to train its trainers <http://www.springboardconsultancy.com/2016/09/05/gillian-neish/>.

Gillian has an MSc in Diversity Management from The University of Bradford, a BSc (Hons) from the Open University and a Post graduate Diploma in Transactional Analysis (TA) Counselling from Queen Margaret University, Edinburgh.

Central to all Gillian's work is her commitment to anti-oppressive practice. Her courses and programmes are designed to empower participants to acknowledge and challenge oppression, value diversity, recognise and build on their strengths and take action to make a positive difference.

For more information about training courses, personal development programmes or customised solutions to meet your specific needs, contact Gillian on 0141 341 0469 or info@neishtraining.com.