



'Race' and Equity Issues

A one-day workshop exploring the nature of racism (and other 'isms'), the impact of power inequalities on relationships at work and ways to challenge racism and discriminatory treatment

**in London on Thursday 12th September 2019
in Glasgow on Wednesday 2nd October 2019**

In today's 'hostile environment' the lessons from the 'blue-eyes, brown-eyes' exercise in discrimination, are as relevant and necessary now as they were when it was developed more than 50 years ago by Jane Elliott. Jane was then a primary school teacher in what was, at the time, described as 'all white, all Christian' Riceville, Iowa, and devised the exercise to help her pupils understand the systematic nature of racism.

It can still help. This one-day workshop, facilitated by Gillian Neish, who has worked with Jane for nearly 20 years and conducts the exercise here in the UK, uses a film of the exercise to examine the nature of racism (and other 'isms') and to explore why some people are reluctant to acknowledge it or challenge it effectively.

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 and build on good practice;
- explore ways to mitigate bias and to challenge racism and discriminatory treatment;
- 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 in:

London on Thursday 12th September
at the Holiday Inn, London Bloomsbury, Coram Street,
WC1N 1HT

and

Glasgow on Wednesday 2nd October
at the Premier Inn, 187 George Street G1 1YU

**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 or email: info@neishtraining.com

'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 London on Thursday 12th September 2019 and in Glasgow on Wednesday 2nd October, 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

The workshop fee is £180.00 per participant (£150 plus VAT @ 20% £30).



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The workshops 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 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 and in-house courses to meet your specific needs, contact Neish Training on:

**0141 341 0469
07776 188366**

**www.neishtraining.com or
info@neishtraining.com**