



WORKSHOPS

TRAINING & SPEAKING

EQUALITY AND DIVERSITY IN THE WORKPLACE

with Joanne Lockwood



Summary

This presentation aims to create awareness of the Equality Act 2010, its terminology, and its terms. Tailored to the organisation's own requirement, delivered in a lecture/workshop presentation style. Duration could be reduced and delivered as a lunch and learn to provide a good overview of the key information.

Who is this session for?

This session is intended for all staff or members of an organisation who wish to become more familiar with terminology and gender identities to help them understand and better support their colleagues.

Synopsis

- Duration: 2 – 4 hours
- Situ: On-Line or In-Person
- Format: Lecture/Workshop with Q&A
- Equipment: Projector & Screen
- Audience: Workplace, Club, Organisation
- Cost: from £POA + VAT





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OVERVIEW LEVEL

CONTENT

1. UNDERSTANDING EQUALITY

- What is meant by equality
- Definitions & Terminology
- Inequalities within society

2. UNDERSTANDING DIVERSITY

- What is meant by diversity
- Diversity within society
- Intersectionality in diversity
- The importance of respect for individuality

3. THE EFFECTS OF STEREOTYPING & LABELING

- What are the effects of stereotyping and labelling
- Understanding why some people stereotype others
- Damaging effects it can have on individuals
- Ways stereotyping is encouraged in society

4. THE EFFECTS OF PREJUDICE & DISCRIMINATION

- How people may develop prejudices
- Types of discrimination & prejudice in society
- Differences between direct & indirect discrimination
- The effect types of discrimination can have on individuals
- The effect types of prejudice can have on individuals

5. DESCRIBING YOURSELF

- Ways in which people might describe themselves
- Factors & characteristics that make a person's identity
- Understanding & describing 'multiple identities'
- How people identify as belonging to different groups
- Keeping abreast of changes in legislation

GROUP/ INTERACTIVE DISCUSSION

Typical Topics Include;

- "I still help, what can I do?" – easy wins/small steps
- Spreading a Culture and Ethos to support your Workplace or Organisation.
- Ideas for respecting the needs and identities of Service Users, Clients or Customers.
- Becoming effective Workplace Allies – Advocating and Educating
- Wrap up, Summary, Q&A, Close

REFLECTION AND ACTIONS

- Commitment to "What can I do" / "What can we do"
- Reflection on personal learning and takeaways
- Top Tips and Takeaways
- Commitment to action

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These facilitated workshops are 101 introductory and overview level sessions, delivered as either a standalone or a preparation for deeper dive 201 and 301 sessions and workshops.

Delivered either face-to-face in-person or online in a webinar-style, they often utilise smartphones to interact with quizzes and contain follow-up with audience Q&A.

Sessions are summarised and delegates will leave with top tips, implementable actions and takeaways.

These can be scaled from 30 minutes to 120 minutes and delivered as a keynote, a lunch and learn, or a plenary session and are suitable and relevant for all staff, members and stakeholders.

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,
NUI Galway*

What people have said about the session...

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,
NHS England-South Region*





P R O M O T I N G

Positive People Experiences

SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.



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