



# WORKSHOPS

TRAINING & SPEAKING

# POWERFUL WORKPLACE ALLIES

with Joanne Lockwood



## Summary

This interactive workshop run as a half-day online or full-day in-person aims to create an understanding of how our biases, use of language and our own privilege can often exclude people and lead to microaggressions. Learn how you as an ally can mitigate your biases and be more supportive in society and the workplace.

## Who is this session for?

This session is suited for everyone from team members, colleagues, to senior leaders to enable them to understand their responsibilities to embrace an inclusive and diverse workforce. To become challenged and to shift thinking into a more consciously inclusive mindset.

## Synopsis

- Duration: Half-Day On-line / Full Day In-Person
- Situ: On-Line or In-Person
- Format: Facilitated Workshop with Videos, Breakouts, Q&A
- Equipment: Internet, AV, Projector & Screen
- Room Layout: Class Room w/Break Out Areas
- Audience: Workplace, Club, Organisation
- Typical Delegate Size: 12 – 16 persons
- Cost: from £POA + VAT





# WORKSHOPS

201

## FACILITATION LEVEL

### 1. UNDERSTANDING AND RECOGNISING OUR BIASES

- Highlighting negative thoughts such as judgement
- The sources of bias
- Opening space for different thoughts and opinions
- Recognising the impact of bias in the workplace
- Mitigating bias in Recruitment, Work Allocation, Performance Evaluations
- FREDA Principles

### 2. POWER, PRIVILEGE AND INTERSECTIONALITY

- Understanding the definition of Privilege and how it impacts
- Explore how power dynamics can impact
- How we can use our privilege to create equity and level up
- Understand how our characteristics layer intersectionally
- Recognise institutional and societal constructs that impact

### 3. IMPACT OF OUR THOUGHTS, WORDS AND DEEDS

- Why Emotional (EQ) and Cultural (CQ) Intelligence is important
- Overcoming the fear of getting it wrong
- Consider Intent, Impact and Accountability
- How labels and language can define how we see people
- Consideration of our use of language and how it evolves

## Aims and Objectives

### 4. UNDERSTANDING THE IMPACT OF MICROAGGRESSIONS

- What is a microaggression
- How can these impact people negatively
- The types of microaggression and their cause
- How to call out/in and educate

### 5. BECOMING AN EFFECTIVE ALLY

- What is an ally?
- Effective strategies for developing your own allyship
- How to Step-in and Step Up
- Amplifying and Spotlight those who aren't heard
- Becoming a supporter and mentor
- Avoiding Bystander-Effect
- Being an advocate and champion

### 6. 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



These 201 facilitation-level intermediary sessions are either standalone or are often used as a kick-off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered either as half-day or full-day standalone deep-dive workshops that contain a presentation, interaction, video, games and facilitated round table discussions, together with actions, takeaways, summarisations and agreement on the next steps and priorities.

Typically sessions have between 15 and 20 people and are often most relevant for leaders and those with people or customer responsibility.

## What people have said about the session...

“

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*

“

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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