



# ACTIVE ALLYSHIP

with Joanne Lockwood



Allyship is Holistic, Active and Deliberate and where people are willing to personally align themselves with colleagues from underrepresented or marginalised groups to make sure they feel included and can speak up.

When most employees, staff or team members are confronted with the problems of discrimination, harassment, and other bad behaviour at work, they assume that their job is limited to their own behaviour – Joanne will talk about how you can step up and step in as an ally to amplify and spotlight colleagues who not being represented. When recognising and understanding our own Biases, Perspectives, and the Language we use can have an impact and lead to microaggressions, that we had not intended. Being accountable for our own thoughts, words and deeds is our own choice and communicates powerfully our allyship to others.

The fear of saying or doing the wrong thing is often cited as a major barrier to many inclusion initiatives – Joanne talk introduces the importance of both Emotional (EQ) and Cultural Intelligence (CQ) as a foundation of creating an inclusive workplace culture alone with being able to 'bring your whole self to work'. By challenging 'bystander effect' and focusing on Conscious Inclusion where people not only call out poor language, but also feel confident to call it in.

In this interactive and engaging session, Joanne Lockwood speaks about what you can do right now to step up and step in to being an effective and powerful workplace ally!

### Key Points:

- Recognising Our Biases, Perspectives and Blind Spots
- Owning the Impact of our Language and being accountable
- Understanding Microaggressions
- Becoming an Effective Ally – what you can do!

Following the presentation Joanne will be around for an open Q&A where you can challenge her with your thoughts or maybe even ask her for some ideas on how you can tackle your own challenges.



# Joanne Lockwood

INCLUSION & BELONGING SPECIALIST  
*Speaker • Consultant • Facilitator • Mentor*



## ABOUT

### **Joanne Lockwood**

Joanne Lockwood is the Founder and CEO of SEE Change Happen and describes herself as an Inclusion and Belonging specialist that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 15 must-follow diversity & inclusion thought leaders to watch out for in 2021" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by DiverselIn.com

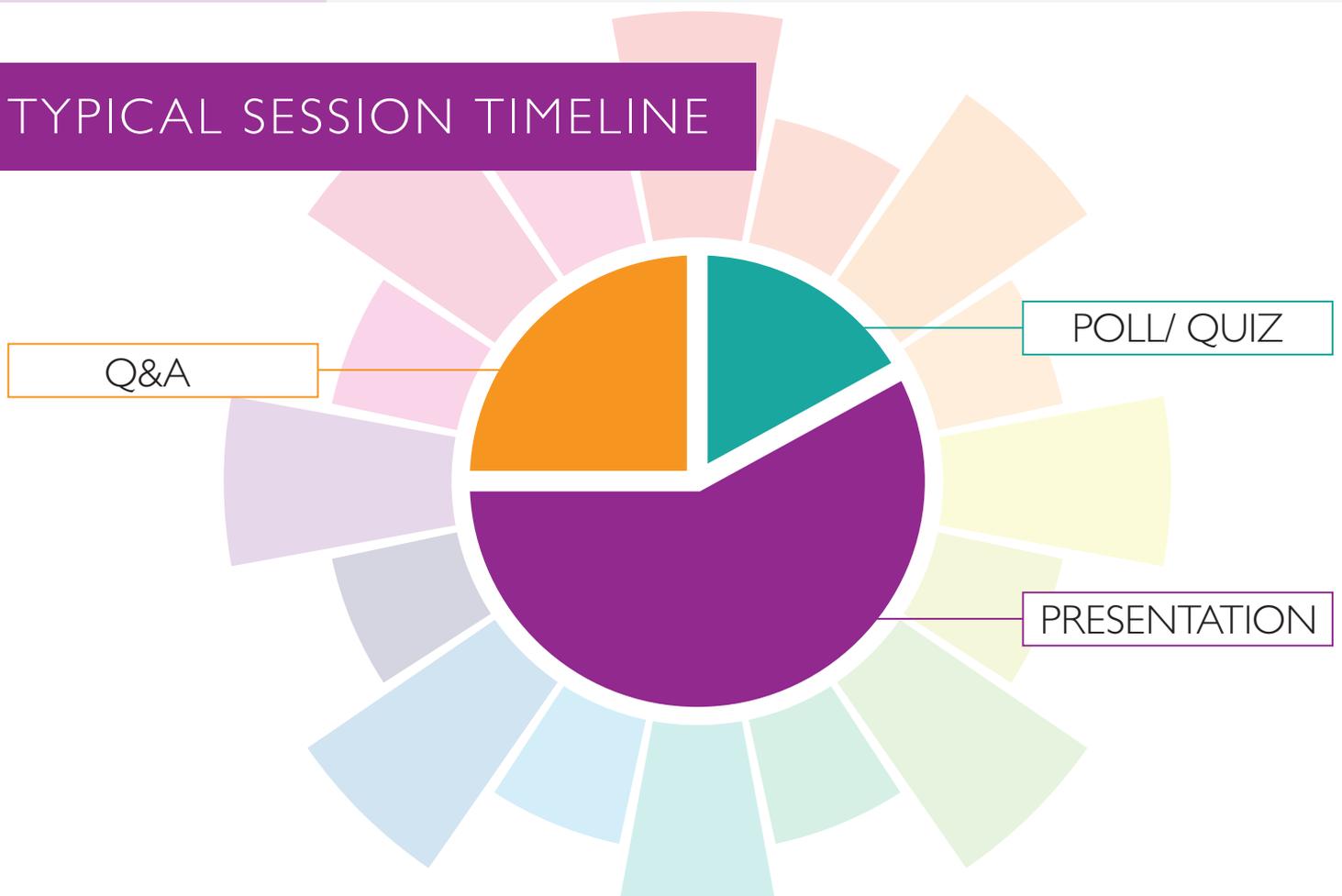
Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.

# SESSION STRUCTURE

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|-----------------------|---|
| <b>STYLE:</b>         | Lunch and learn/speaking  |
| <b>DURATION:</b>      | Typically, 60 to 90 minutes   |
| <b>DELIVERY:</b>      | In-person or remote/on-line via Zoom or MS Teams                        |
| <b>AUDIENCE:</b>      | Staff/colleagues – numbers up to 500                                    |
| <b>RECORDING:</b>     | By arrangement  |
| <b>MATERIALS:</b>     | Copy of slides will be provided in PDF format after the event           |
| <b>TECHNOLOGY:</b>    | Internet connection required for both presenter and delegates (phone)   |
| <b>FEEDBACK:</b>      | We are happy to provide a feedback/evaluation form                      |
| <b>ACCESSIBILITY:</b> | Please notify us in advance if there are any accessibility requirements |

## TYPICAL SESSION TIMELINE





We will join you in-person or online for a lunch and learn, which is as it sounds, an event often held over a 1-hour lunchtime break, to deliver a topic to a company-wide audience. With a quiz, speaking and an opportunity for questions and answers.

Empowering effective allies in your organisation with foster psychological safety and build a culture where people feel able to be themselves and bring their whole selves to work.

“

Joanne did the afternoon keynote speech at our end of mentoring programme celebration. She was absolutely captivating.

She skillfully addressed our themes around the power of mentoring, self-belief, personal goals and paying it forward to make a difference to your own and others' lives.

”

**Moreen Pascal, Programmes Manager  
at The Housing Diversity Network**

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

“

Joanne delivered a highly-engaging and thought-provoking talk as part of our Pride celebrations, and was extremely receptive and open to questions to help everyone in the audience come away feeling they had learned something new and had the opportunity to think about quite challenging issues from a different perspective. We'd highly recommend Joanne!

”

**Andrew Leicester, Associate Director  
at Frontier Economics**

“

Joanne was authentic, open and genuinely moving. The perfect mix of challenge and humour. Thank you.

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**Sarah Winship, DEI Director  
at Molson Coors Beverage Company**



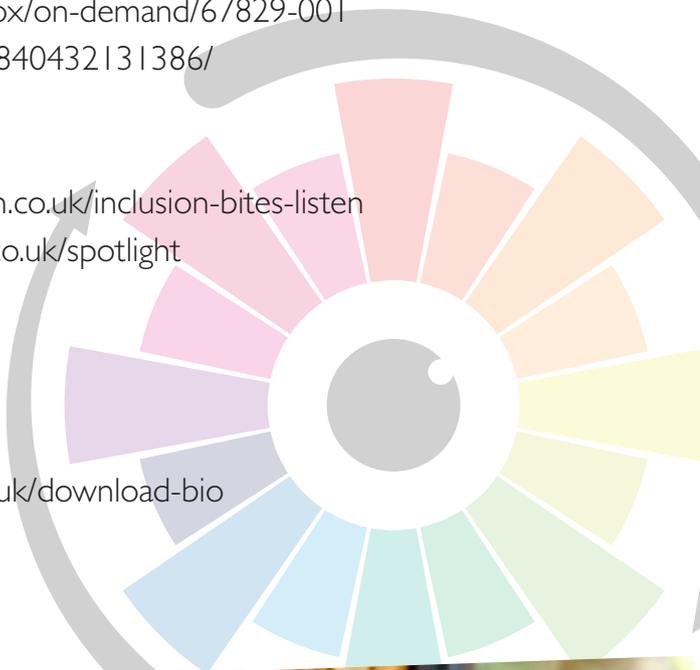
SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

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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## Let's keep the conversation going...

- ▶ See other lunch and learns available from Joanne:  
<https://seechangehappen.co.uk/speaking-category/lunch-and-learn>
- ▶ Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:  
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>  
<https://www.facebook.com/Channel4/videos/583840432131386/>
- ▶ Website: <https://seechangehappen.co.uk>  
Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites-listen>  
Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>
- ▶ Twitter: @jo\_lockwood1965  
LinkedIn: <https://linkedin.com/in/jolockwood>
- ▶ Headshots and Bio: <https://seechangehappen.co.uk/download-bio>





— PROMOTING —

# *Positive People Experiences*



You can email us...  
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[www.seechange happen.co.uk](http://www.seechange happen.co.uk)