Welcome to Workshop 3

Practical tools to inform best practice and adopting intelligence informed actions

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Workshop Format

Introduction – 5 mins

Presentation – 20 mins

Group Discussions – 50 mins

1 Key takeaway learning action per table – 5 mins

…. Tea/Coffee break

Introduction

"It's important to remember that biases are not always intentional or malicious but they can still have a negative impact on those who are marginalised or underrepresented."

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

James Baldwin

Practical Tools

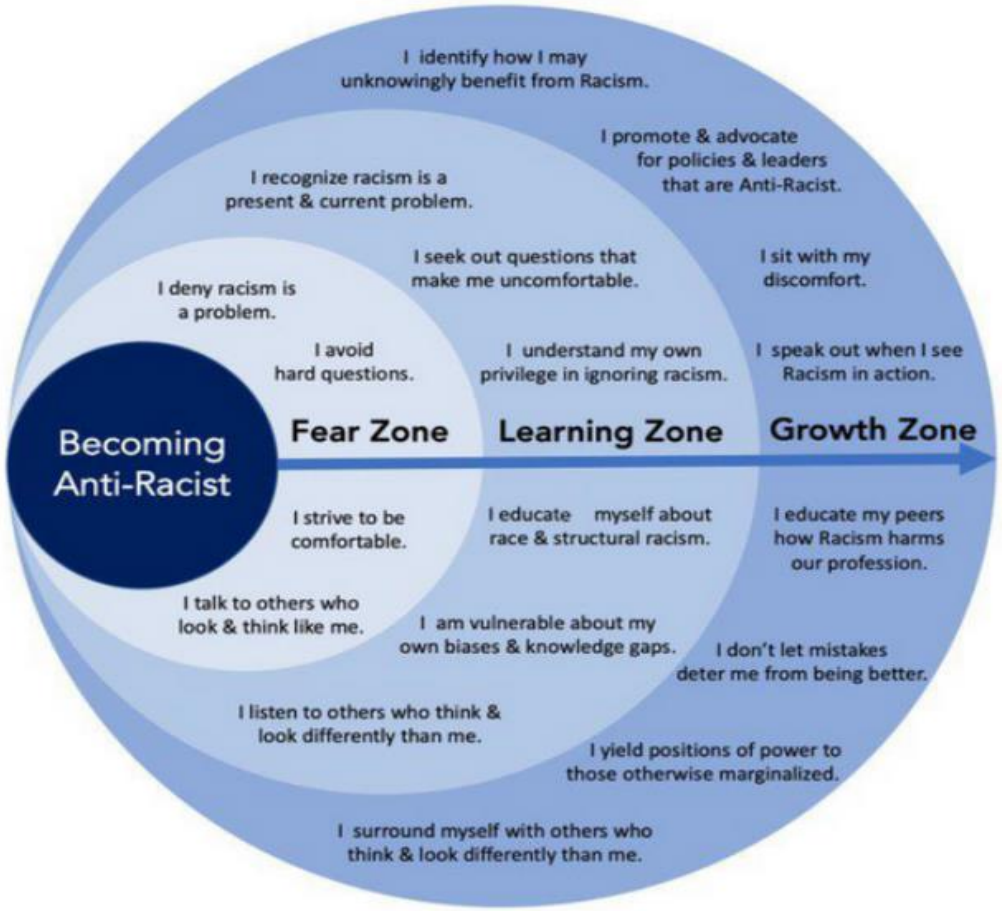
Take Action

Get Comfortable with Being Uncomfortable

Practical Tool 1: LARA (Listen, Affirm, Respond, and Add)

Utilising this process enables us to do the following:

- Build Empathy and Understanding
- Challenges Bias and Stereotypes
- Promote Accountability and Action
- Create a Sense of community



Learn to Recognise and Understand Your Own Privilege

Practical Tool 2: Privilege Walk

- This is a powerful activity that can be done with a group of people. Participants are asked to line up and take steps forward or backwards based on questions related to privilege. This activity can help individuals see how their privileges and disadvantaged can affect their lives. UCLPartners has created a helpful pack for those who wish to facilitate a privilege walk.

Practical Tool 3: Implicit Bias Test

- Harvard University offers an Implicit Bias Test that measures unconscious biases that can impact our decisions and actions. This tool can help individuals recognise and understand their biases. This is not advisable for a group setting.

Privilege Walk Activity

Privilege Walk Activity

Ask everyone to have a paper and pen to hand (we'll send out this requirement ahead of time).

Read each of the statements one by one, allowing some thinking time in between

Give yourself 1 point:

1	If people in the UK rarely get your name wrong and find it easy to remember	
2	If one or both of your parents were/are "white collar" professionals: doctors, lawyers, etc	
3	If you were ever offered a job or an opportunity because of your association with a friend or family member	
4	If you attended private school at any point in your life	
5	If English is your first language	
6	If one or both of your parents have a University degree	
7	If you have usually worked with people you felt were like yourself	
8	If you would never think twice about calling the police when trouble occurs	
9	If you can go anywhere in the country, and easily find the kinds of hair and beauty products you need	
10	If you are never asked to speak on behalf of a group of people who share an identity with you	
11	If your work and school holidays coincide with religious holidays you celebrate	
12	If you studied the culture and history of your ancestors at school	

Take away 1 point:

1	If you were ever uncomfortable about a joke related to your race, religion, ethnicity, gender, disability, or sexual orientation but felt unsafe to confront the situation	
2	If you have ever been stopped or questioned by police because they felt you were suspicious	
3	If you have seen members of your race, ethnic group, gender or sexual orientation portrayed on television in degrading roles	
4	If you have felt passed over for an employment position based on ethnicity, gender, age or sexual orientation,	
5	If you have been bullied or made fun of based on something you cannot change (i.e. ethnicity, gender, age or sexual orientation	

Scores

Minimum score -5

Maximum score 12

Ask questions to seek clarity or offer a new perspective

Practical Tool 4: Asking the right questions

Seek clarity: "Can you tell me more about _____?"
Offer an alternative perspective: "Have you considered _____?"
Speak your truth: "I see it differently. To me, it seems like _____."
Find common ground: "We may not agree on _____, but we can agree on _____."
Allow time and space: "Can we revisit this conversation tomorrow?"
Set boundaries: "Please do not say _____ around me or to me again."

As People Leaders, Consider the Following

- Do my behaviours align with my goal of becoming anti-racist?
- Am I willing to commit to the necessary actions to become anti-racist?
- Does my team reflect the anti-racist values that I am promoting?
- Is my commitment to racial justice a one-time event, or am I willing to engage in ongoing dialogues and work?
- Do I have a game plan and understand what I need to do to stand up and reject racism when I see it?

Ways to Communicate Your Anti-Racism Commitment

- Utilise communication channels to keep stakeholders informed of anti-racism commitments, such as regular newsletters and updates.
- Declaring the organisation's public statement.
- Dedicating a section on the organisation's website and social media pages to promote anti-racism and highlight initiatives the organisation is undertaking.
- Develop anti-racism training programmes for employees and offer educational resources to stakeholders.
- Collaborate with organisations that share the same values and goals regarding antiracism and promote these partnerships through the organisation's communication channels.
- Establish Employee Resource Groups or similar to create a forum for employees to share their experiences and offer recommendations for improvements to the organisation's policies and practices.

Intelligence Informed Actions

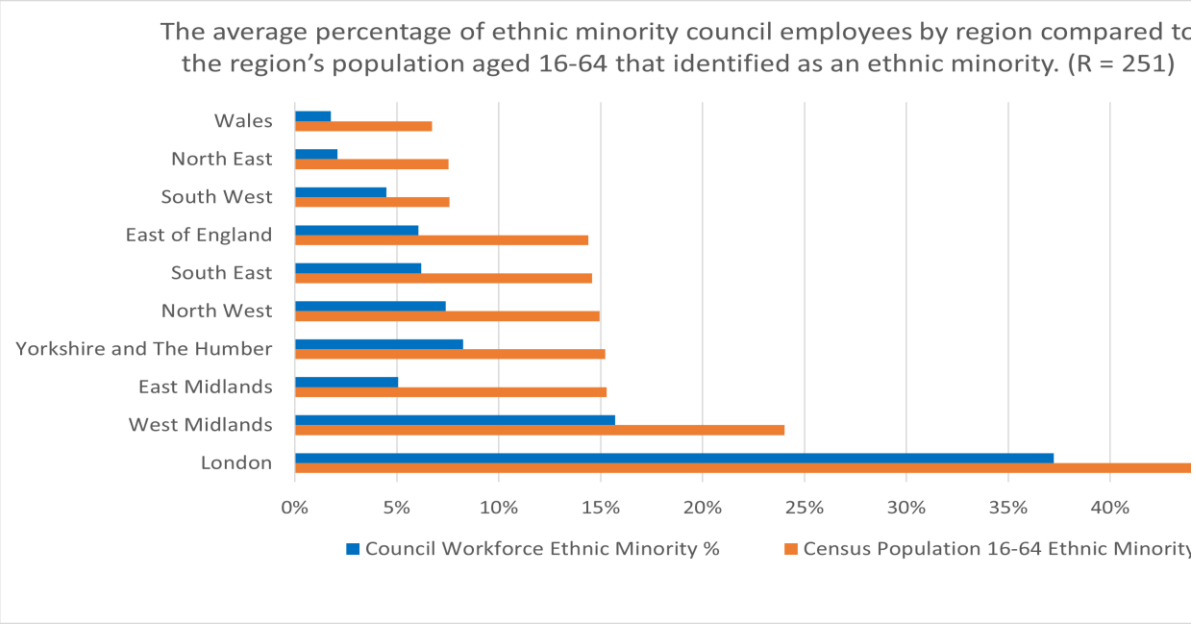
Take Action

Equity, Diversity and Inclusion (EDI) Dashboard

- One effective tool for portraying and championing anti-racist ideals to stakeholders is an Equity, Diversity and Inclusion (EDI) dashboard. This dashboard can provide a visual representation of the organisation's progress towards anti-racism, including metrics on diversity and inclusion, anti-racist training and education, and efforts to address structural racism.
- This tool can also be used to hold leadership accountable for their commitments to organisational anti-racist practices. By providing stakeholders with a clear understanding of the organisation's efforts, the dashboard can help to build trust and engagement among stakeholders, employees, partners, and patients. This data can be compiled and presented in a user-friendly format, such as a dashboard or interactive visualisation, which can be shared with stakeholders quarterly or at agreed terminals for review.

Equality, diversity and inclusion in local government and public services

Local Authority Workforce Data



Transparency in data, KPIs to inform change

Case Study 1: Delivering change from within local government

- Shared Intelligence has delivered research with the Society of Local Authority Chief Executives (SOLACE) on levels of diversity within the local government workforce. Despite some progress to improve representation being made from one year to the next, the research continues to reveals a low level of comprehensive reporting on workforce ethnicity and ethnicity pay (gap) data.

- Both reports highlighted the very real challenges local government experience when reporting workforce and EDI data and identified best practice for the sector. More about this work here.

SOLACE: Local Authority Data Transparency

- For the 2022 report out of 152 upper tier councils, 86 had published a detailed report on EDI, 54 published basic information on their websites or reports, and 12 had no information available.
- By 2023 65% (100 councils) of upper tier councils in England made significant strides in publishing new workforce data since the last report. Additionally data completeness among upper tier councils improved, with a 3% increase to 59% (90 councils). The analysis found that upper tier councils publish more complete data compared to district councils, with 37% of districts publishing complete data.
- This work highlighted the importance of data transparency for making progress on workforce diversity. This work also helped us to develop an understanding of the common best practice. This included having clear governance with demonstrable ownership and leadership, consistent and complete data built from a deep understanding of place demographics and dynamics, and involvement from stakeholders including staff, suppliers and local community leaders.

Case Study 2: Delivering co-production to improve service design and delivery – improving health equity

- Local government, NHS, VCFSE sector partners also play a fundamental role in creating an inclusive and equal places.

- Greater London Authority, partnered with the East London Business Alliance to deliver implementation support for the Building a Fairer City plan. This plan aims to address structural inequalities in London and enhance the lives of its residents.

- Identification of EDI strengths and weaknesses in London-based organisations – to improve equity in public services, improve labour market inequality, and build on civil society strength. You can read more about this work here.

Summary

Individuals have varying values, lived experiences, and personal perspectives on structural and systemic racism. To navigate these differences, it's crucial to approach antiracism work as an ongoing, iterative process. This involves actively listening to each person's understanding of the larger racial equity journey within the organisation.

Group Discussions – 50 minutes

Practical tools - 30

- Discuss the strengths of the practical tools highlighted
- How could you apply the practical tools in your day to day Public Health work?

Informed action - 15

- How could you influence key stakeholders to adopt and embed intelligence informed actions?

1 key learning action - 5

- What is the one key takeaway action from your table discussion?