

Race Network Leaders and Future Leads Series



18 Insights and ideas

Thursday 22nd June 2023



Discussion group:
Safe Space Plus Workshop

- How would you maximise participation of ethnic minority colleagues in Safe Safe Plus?

This co-created “Insights & Ideas” resource has been compiled from dialogue gathered during our Safe Space Plus Workshop on the 22nd of June 2023.

A large proportion of participants at our events have lived experience of race inequality, and many participants are implementing impactful solutions to address this in the workplace. You can find their insights and ideas in this resource.

The resource covers some of the suggestions and ideas we received on how to maximise participation of ethnically diverse colleagues in Safe Space Plus.

Included in this resource are links, resources and activities that can create environments of learning and fun within the workplace. Including virtual and in-person suggestions.

92% of attendees recommended this event, and 66% said that Safe Space Plus will help their organisation take meaningful action to make an impact.

This resource showcases **18 insights and ideas** from the event. You can also watch the full event here:

[Safe Space Plus Workshop June 2023](#)

We look forward to seeing you at a future event.

www.raceequalitymatters.com/events/



Collaborative Discussion Group:

Helping each other and sharing ideas

How would you maximise participation of ethnically diverse colleagues in Safe Space Plus?

How will you maximise participation of ethnically diverse colleagues in Safe Space Plus?

Responses from Discussion Group Participants.

Organisational commitment

1

Colleagues seeing meaningful action taking place to rebuild trust

2

Build a discussion about Affinity groups into the standard agenda for monthly one-to-ones between a colleague and their line manager so engagement with these groups feels part of how you do things in the organisation

3

Have chairs of Affinity groups attend our corporate induction and talk about their work so that colleagues can see from when they join that this is a priority for the organisation

Data, targets and goals

4

Create congruence between Talk, Action and Transparency

Communication

5

Promote Lived Experience, Peer support and Advocates

How will you maximise participation of ethnically diverse colleagues in Safe Space Plus?

Responses from Discussion Group Participants.

6

Having comms from senior leaders supporting the initiative

Communication

7

You can maximise participation by getting commitment from stakeholders that they will do anti-racism training/learning

Training

8

Creating proper space and time around it - time to prepare, to be in it, to reflect and feedback

Planning and delivery

9

Start with a listening exercise so we can learn what staff want to see, stop or change

Build knowledge and understanding

10

Senior leaders need to make sure the messages from the Safe Space are benign received and that they are supportive of the work

Senior leadership commitment

How will you maximise participation of ethnically diverse colleagues in Safe Space Plus?

Responses from Discussion Group Participants.

11

Ensure senior leaders are committed to taking action, so participants know that the time they will invest in those groups will add value and lead to positive action and change - not just talk

**Senior leadership
commitment**

12

Appealing to their courage and the possible impact for others following in their footsteps

Vision and next steps

13

Leaders and allies need to be honest and vulnerable

**Important
traits/characteristics**

14

A reverse mentoring pilot with senior leaders can start to build trust but it is the follow up around actions that can be the challenge

Mentoring

15

Create opportunities to link with other diversity groups within other organisations

Collaboration

How will you maximise participation of ethnically diverse colleagues in Safe Space Plus?

Responses from Discussion Group Participants.

16

Discuss that the onus should be on others to upskill themselves and not just on ethnically diverse colleagues to share their lived experiences

Personal development

17

Inviting colleague cohorts to go together which creates safety in numbers

Encourages participation from all

18

Meaningful action will build confidence and trust

Commitment

Click the Image below to Watch The Event Recording

www.raceequalitymatters.com/events



**How To Do It Right
Workshop**
22 June 2023

If you are not already part of our community, sign up for free today to hear about future events and solutions.

www.raceequalitymatters.com/register



Join Our Community

The Race Equality Network is Race Equality Matters' growing and engaged community.

It is made up of people who are serious about tackling race inequality.

With 5,100+ organisations represented; members include:

- Allies
- Ethnically Diverse Employees
- Race Network: Leaders, Future Leaders, and Network Members
- HR & D&I
- Senior Leaders
- Changemakers

Our virtual network has no geographic barriers and provides a platform where our community collaborate, learn, and **share what works**. Members also inspire and support each other.

We provide free, expert-led events; practical and impactful solutions; and current insight and statistics gathered from event chats, surveys, and polls that can be used to engage and influence.

If you are not already part of our community, register for free today.

[Register](#)

A Huge Thank You To:

Everyone who shared their insights ideas and experiences during the event.

Our Key Partners



LLOYD'S

Our Partners and Supporters



AutoTrader



HS2

Amey



g the governance forum

GUILD



Supporting Solutions

www.raceequalitymatters.com/solutions

88% believe it will help tackle race inequality.



A facilitated dialogue between ethnic minority employees and exco/board members. Employees are heard. The board make a commitment to **take action** to address some of the key issues.

83% believe it will help tackle race inequality.



Individuals across organisations select and make a promise. It is a public commitment, which must be measurable and to which they can be held accountable, to create a positive change.

78% believe it will help tackle race inequality.



A framework and opportunity to hear the honest voice and feelings of colleagues about race inequality. All employees are invited to a one-hour themed, online discussion about an issue that matters.

95% said it would have a positive impact on race inequality.



#MyNameIs encourages organisations and individuals to normalise phonetic spelling in email signatures, meetings, name badges and more.