



Insights and Ideas

Wednesday 27th March 2024



33 Insights and Ideas

#ItsNotMicro
How to Do it Right Workshop

This co-created “Insights & Ideas” resource has been compiled from dialogue gathered from expert speakers and attendees during our: #ItsNotMicro - How To Do It Right event on March 27, 2024.

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 themes covered in this resource are:

- Top Tips and step-by-step guide on how to run #ItsNotMicro
- Microaggressions and their impact
- Why your organisation should get involved
- Who should be involved and why?

80% of attendees said that colleagues do not intervene when they hear a microaggression being said to an ethnically diverse colleague due to lack of confidence/courage and 93% of attendees said they would recommend this event to others

This resource showcases **33 insights and ideas** from the event.

A recording of the event and presentation slides are available to REM Members via the Membership Hub:

[Membership Hub - Race Equality Matters](#)

We look forward to seeing you at a future event
www.raceequalitymatters.com/events/



Insights and Ideas

‘What prevents colleagues from being active allies and calling out microaggressions?’

We asked changemakers to share insights and ideas following the discussion group.

We have compiled **33** of their insights and ideas to share with you.

Popular suggestions have been highlighted with this star icon



What prevents colleagues from being active allies and calling out microaggressions?

Responses from Participants.

Build knowledge and understanding

1

People are not sure what to say or how to help the person

2

People not understanding that not all jokes and "banter" is funny especially at the expense of another

3

Lack of understanding what microaggressions are

4

Not recognising or understanding the impact

5

Lack of awareness



What prevents colleagues from being active allies and calling out microaggressions?

Responses from Participants.

Build knowledge and understanding

6

Can't relate to the impact

7

People thinking they have become anti racist and therefore don't believe they could be saying a microaggression

8

Some people do not know that others are doing it

9

Microaggressions are normalised in society

10

Sometimes a witness may only realise it's a microaggression after the event, on reflection

What prevents colleagues from being active allies and calling out microaggressions?

Responses from Participants.

Creating opportunities

11

Being asked to give input on diversity but never lead

Creating psychological safety

12

Going against the norm and standing out of the crowd and feeling vulnerable

13

Fear of repression from managers



14

Fear of saying the wrong thing

15

Fear of being singled out

What prevents colleagues from being active allies and calling out microaggressions?

Responses from Participants.

Creating psychological safety

16

Worry of upsetting the person who said it

17

Not wanting to overstep

18

Psychological safety

19

Fear of being labelled 'troublemaker'

20

'Professionalism' leads to a fear of speaking up or speaking out - the idea that challenge is automatically confrontation or 'being difficult'

What prevents colleagues from being active allies and calling out microaggressions?

Responses from Participants.

Creating psychological safety

21

There is an idea that challenging someone on racism can be seen as being involved in conflict

22

Assuming that the consequences might be really severe for the person being called out - rather than an opportunity to connect, learn, repair

23

Being described as over sensitive

Learning and development

24

Confidence in our own communication can lead to staying quiet



25

Not knowing what to say

What themes could you cover in Tea Break Sessions?

Responses from Participants.

Learning and development

26

People afraid or don't know how to react in the moment

27

People don't put themselves on the line if it doesn't benefit them and may fear a backlash



28

Not comfortable with uncomfortable conversations

29

People don't want to carry the weight of the issue

30

Knowing what to say and how to explain why you think it's wrong



What themes could you cover in Tea Break Sessions?

Responses from Participants.

Organisational commitment

31

Organisational culture is a barrier

32

Not having the right feedback culture.

Personal development

33

If you have 'accepted' it many times before even if you hated it inside, can be tricky to speak up



Insights and Ideas

‘To help raise awareness of different examples, think about/discuss microaggressions you have heard.’

We asked changemakers to share insights and ideas following the discussion group

We have compiled **some of their insights and ideas** to share with you.

Popular suggestions have been highlighted with this star icon



““

Where are you really from?

““

You're so articulate

““

Can I touch your hair

Mistaken for someone else who's from a similar ethnic background

Introduced by my first name only when others are introduced by their full names

Having concerns dismissed and excuses made for colleagues

Name not pronounced right no matter how many times they are corrected

““

Where are you
really from?

““

You're so
articulate

““

Can I touch
your hair

“Can I touch your hair”

“He acts like a typical African man”

“You have good English”

**Called the name of another colleague on various
occassions**

“You don't look Indian”

“Playing the race card”

“

Where are you
really from?

“

You're so
articulate

“

Can I touch
your hair

“I don't see colour”

“She's pretty for a black girl”

“You have good English”

“What are you mixed with?”

“I've got black friends so I'm not racist”

“You're an intelligent woman”



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



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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.