

# BE THE RIOT



Create inclusive culture

# Our Learning Sessions

## Inclusive Behaviours

To create and maintain an inclusive working environment, we should all play our part by demonstrating inclusive behaviours in our work.

There are common barriers that many of us face in the workplace and in our careers based on characteristics or aspects of our identity such as gender, race and disability. These barriers prevent us from performing at our best and reaching our full potential. Inclusive behaviours include: addressing the systemic barriers, recognising bias and tackling everyday microaggressions.

### What attendees will gain:

- An understanding of the importance of diversity and inclusion, and why creating inclusive culture is beneficial for any organisation.
- An understanding of how others might experience the world, exploring common barriers, stereotypes and biases relating to LGBTQ+ identities, race, gender, social mobility and disability.
- A knowledge of common behaviours that aren't inclusive and gain an understanding of microaggressions, what they are, the impact they can have and effective ways to respond to them.
- A knowledge of practical behaviours for creating an environment that's inclusive of all people, regardless of background or how they identify.

### Who it's for:

- This session is for anyone who wants to help create a more inclusive workplace for all. In particular, for those who are often underrepresented in the workplace.
- Organisations that want to educate their teams and inspire them to play their part in creating and maintaining inclusive workplace culture.
- Organisations that are focusing on increasing diversity. It's important to work towards creating an inclusive culture in existing teams to ensure these efforts are impactful.

Sessions are 2.5 hours in duration and suitable for 12 attendees.



## Antiracism

Simply “not being racist” isn’t enough to stop inequality. There are specific challenges faced at work by those who are Black, Asian and people of colour. It’s important that these challenges are recognised and understood in order to be addressed.

Things such as daily microaggressions, stereotypes and bias lead to barriers to getting hired, barriers to progression and barriers to simply being yourself at work. The companies that get it right, take a proactive approach towards racial inequity; antiracism.

### What attendees will gain:

- An understanding of the lived experiences of Black, Asian and people of colour.
- An understanding of how wider societal issues regarding race impact the workplace. Recognising the impact of privilege, stereotypes and bias.
- A knowledge of how to prevent and challenge bias.
- A knowledge of how to respond to and challenge microaggressions.
- The practical behaviours for creating a working environment that’s inclusive of all races, ethnicities and cultures.

### Who it’s for:

- This session is for anyone who wants to help create a more inclusive workplace, particularly for colleagues who are Black, Asian and people of colour.

Sessions are 2.5 hours in duration and suitable for up to 12 attendees.

# Inclusive Leadership

Culture change for inclusion starts with leadership teams and is maintained by middle-managers. The middle-manager is often busy managing, wanting to set an inclusive culture but finding the new territory daunting.

Be The Riot introduces PA-CiCCCS: 7 characteristics of inclusive leadership. These characteristics align with practical behaviours that seamlessly merge with the day to day role of the manager. Supporting those at manager level and above to successfully lead on inclusive workplace culture.

## What attendees will gain:

- An understanding of why diversity and inclusion are good for business.
- A knowledge of what inclusive leadership is, its importance and what it looks like in practice.
- An understanding of PA-CiCCCS: 7 characteristics of inclusive leadership with an individual self-reflection tool.
- A knowledge of common biases when leading and how to prevent and challenge bias.
- Tools for recognising and responding to non-inclusive workplace culture.

## Who it's for:

- This session is for those at manager level and above who want to understand how to become a more inclusive leader using simple, practical tools. For those wanting to make a contribution towards inclusive culture change within their organisations. This session is especially beneficial for those managing teams.
- Organisations with a new focus or change in strategy for diversity and inclusion and those focusing on increasing the diversity of teams and other stakeholders. It's important to work towards creating an inclusive culture in existing teams to ensure these efforts are impactful.

Sessions are 3 hours in duration and suitable for up to 12 attendees.



# Our Prices & Packages

Charity Discount **45%**

Learning Session	Duration	Capacity	Price
Inclusive Behaviours	2.5 hours	Up to 12 delegates	£850 <b>£480</b>
Anti-Racism	2.5 hours	Up to 12 delegates	£850 <b>£480</b>
Inclusive Leadership	3 hours	Up to 12 delegates	£1,525 <b>£835</b>



# BE THE RIOT

