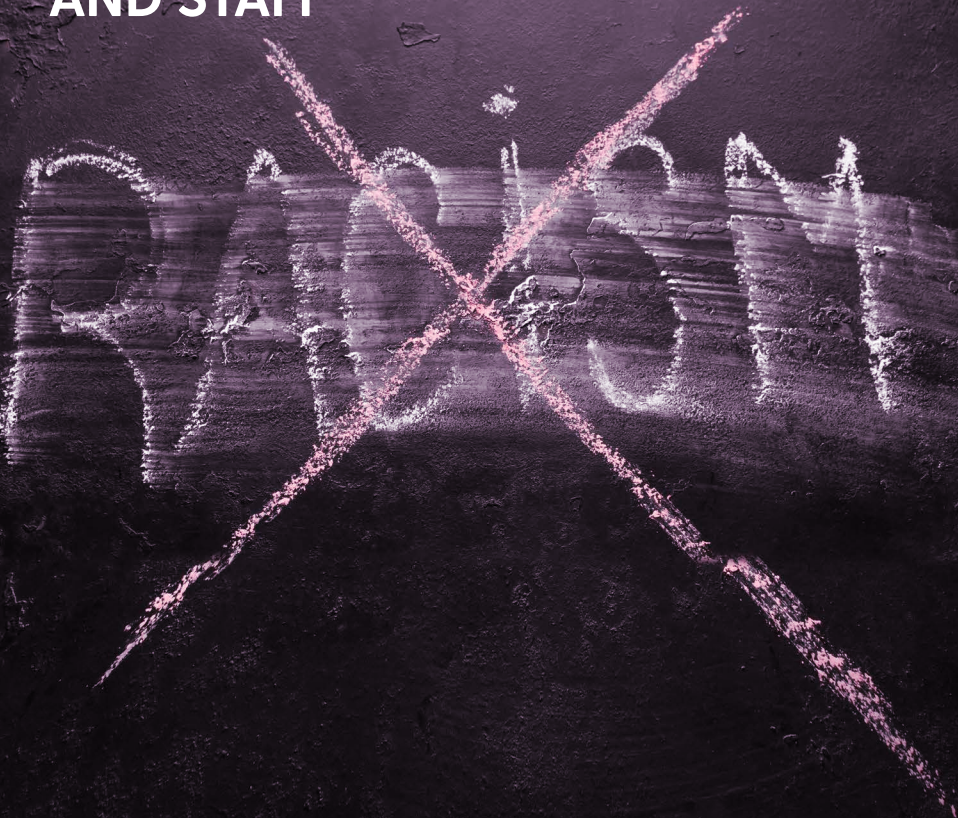
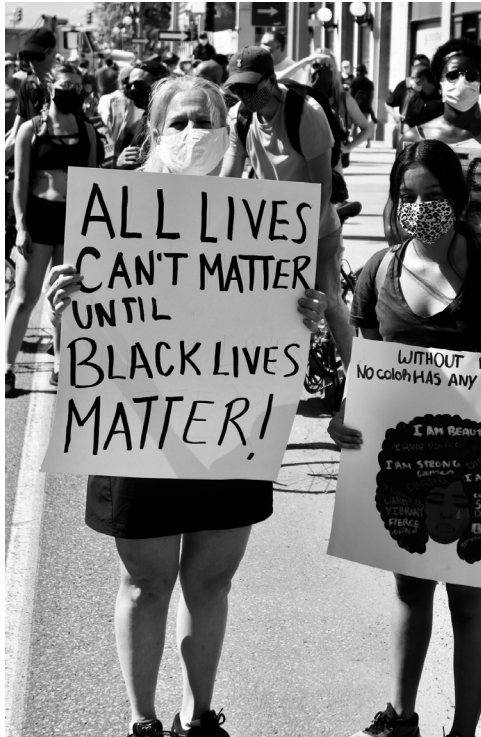


LET'S TALK ABOUT IT.....

A GUIDE FOR MANAGERS
AND STAFF

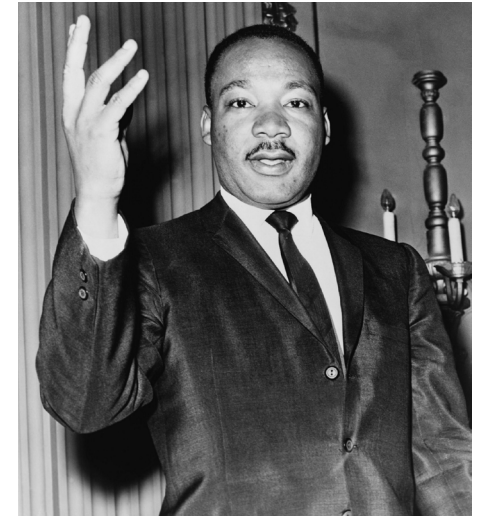




There's a famous Martin Luther King quote that says

"there comes a time when silence becomes betrayal"

We have seen many people and organisations make public stands in support of the black community – to show that they are not silent on the issue of racism.



As **Leaders**, managers have a key role to set an example. In this case to begin or to support the conversations on how staff are feeling in light of the recent racial unrest in the US and related global protests particularly in the UK.

LETS TALK ABOUT IT..

As the **#blacklivesmatter** protests have grown, so has the anger against repeated incidents of brutality or explicit racism against the black community. A widely shared video of another incident in New York's Central Park, when banker Amy Cooper called the police claiming "an African American man is threatening my life" (Christian Cooper was only asking her to put her dog on a leash), was another recurring example of the day-to-day racism experienced by black people.



The following are some useful points that may help support managers and staff to raise and discuss the subject of racism and all forms of discrimination.



MANAGER (WHAT CAN I DO?)



You may want to send an email in the first instance and follow up by including a discussion on race and discrimination in your team meeting.



Our CEO Roy made [an announcement directly referring to current events](#) denouncing

racism and police violence as being antithetical to the values of CCCG. You could use this as a starting point.



Recognise that for some, George Floyd's death may have ignited the trauma of racism in other areas of their life such as personal, family or friend's experiences or the disproportionate number of BAME people's deaths from Covid-19.



Recognise and respond to the impact these may be having on your team or an individual's wellbeing and performance.



Most importantly listen and acknowledge these feelings.

Business in the Community found that organisations find it uncomfortable talking about race, you won't be alone in feeling nervous about raising the topic. Don't be afraid about saying the wrong thing, it's the positive intention that is key. [This document, Let's Talk About Race](#) may help.



During this period of remote working it is important that colleagues feel supported and have the opportunity to talk and share how they are feeling. The team meeting is a starting point to let them know your virtual door is always open and importantly remind them that our confidential and anonymous Employee Assistance Programme (LifeWorks) is there to help, as are the usual internal support network of, team members, senior leaders, union representatives and the HR team.

Employee Assistance Programme (LifeWorks – 0800 169 1920)

It's important that this isn't a one-off conversation and you may want to share some commitments to ensure that you and your team continue to challenge racism in all its forms.



STAFF (WHAT CAN I DO TO SUPPORT A COLLEAGUE?)

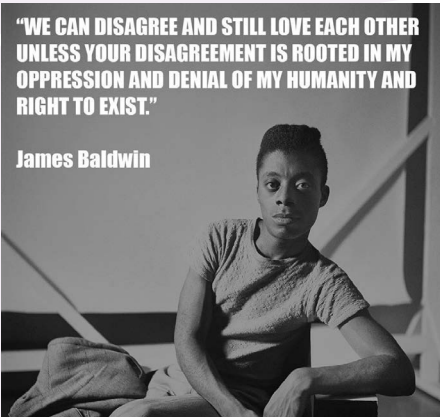


Reflect on your experiences and the personal networks you belong too. This will shape what you bring to and take from the conversation.

Find out more about how racism impacts work, community, choices and behaviours. [Click here to access some resources](#)



Talking to each other is a great way to raise your understanding and to be an **ally** - willingness to offer/ provide support. It is appreciated that racism or any form of discrimination may be a difficult or uncomfortable conversation to begin or to take part in. In our everyday interactions we ask our colleagues "How are you"? We take an interest in the things that may be affecting the mental health and well being of others. Think about the conversation in the same way.



or see this online article: [Talking about racial inequality at work is difficult—here are tips to do it thoughtfully](#) which includes:

- How to engage as an ally
- Steps for starting a difficult conversation about race
- The role of leaders in intentional dialogue



Don't be afraid about saying the wrong thing. It is the **positive intention** that is the key. Remember it is important to listen and acknowledge the feelings been shared, which will reflect the deep impact of racism and may include events such as the disproportionate BAME deaths from COVID 1, or the Windrush scandal. Even if your colleague is not ready to talk about thier thoughts/feelings, reaching out to them is likley to have a positive impact.



Understanding that not all racism is violent and obvious, colleagues may experience racial micro-aggressions (the everyday verbal, behavioural and subtle discrimination) that makes marginalised groups doubt themselves, potentially impacting on their level of confidence and performance. Make a commitment to recognise these and really listen to colleagues when they share their experiences.

We all have biases. Be cognisant of yours and encourage others to do so too.

[Take the Harvard Implicit Association Test](#)



Hold your peers and managers accountable and report any instances of discrimination however big or small they may seem to you. These can be referred to HR, Line Manager or a Trade Union Rep.

Take the opportunity to attend any learning events on Equality, Diversity and Inclusion or to support the "safe spaces" provided for discussion on racism and discrimination.



Group Resources: Please find a range of information on the [Group's Black Lives Matter Learning Hub](#)

Why not share your resources or information links on race and discrimination with your colleagues and also email these to diversity.inclusion@capitalccg.ac.uk





City and Islington College

candi.ac.uk

Westminster Kingsway College

westking.ac.uk

The College of Haringey, Enfield and North East London

conel.ac.uk

Capital City College Training

capitalcct.ac.uk

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and North East London

