

# VALUING DIVERSITY

## a one-day workshop

**neish**  
*training*

This workshop, facilitated by Gillian Neish, gives participants an opportunity to broaden their understanding of the complexities of power inequalities and to consider the practicalities of valuing diversity at work.

There will be input, discussion of DVD materials, small groupwork, large group discussion and individual reflection. The course will be practical and participative to enable participants to explore options and possibilities in a supportive environment.

- recognise stereotypes and how they can influence behaviour;
- recognise racist behaviour based on eye colour in 'The Eye of the Storm' DVD and draw parallels with the racist behaviours based on skin colour (and with discriminatory treatment because of other 'isms') because of power inequalities in society;
- recognise the effects discriminatory treatment has on those who discriminate as well as those who are discriminated against and understand how it can lead to negative behaviours which re-inforce prejudice against people from less powerful groups;
- understand the business case for eliminating discrimination and valuing diversity;

- acknowledge their own responsibilities in challenging all discriminatory treatment to create an environment where diversity is truly valued;
- consider equity issues and good practice including consideration of communication styles, language and naming systems;
- share good practice and explore practical ways to value diversity when managing and working with colleagues, stakeholders and service users;
- consider their own roles as 'champions' in taking the diversity agenda forward.

|                            |                  |
|----------------------------|------------------|
| <b>Friday 4th March</b>    | <b>Edinburgh</b> |
| <b>Friday 11th March</b>   | <b>Bath</b>      |
| <b>Thursday 17th March</b> | <b>London</b>    |

**Workshop fee £150.00 plus VAT includes refreshments**

For more information contact us on 0141 341 0469 or email [info@neishtraining.com](mailto:info@neishtraining.com)

### VALUING DIVERSITY ONE DAY WORKSHOPS - BOOKING FORM

**Please book me on the Valuing Diversity One Day Workshop - Fee £150 + vat** Vat Reg. No. 774 7574 78

Friday 4th March, Edinburgh     Friday 11th March, Bath     Thursday 17th March, London

(please tick appropriate course date)

All workshops will be held in city centre venues and will run from 9.30am to 4.30pm

First Name \_\_\_\_\_ Surname \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Organisation (if applicable) \_\_\_\_\_ Job title \_\_\_\_\_

Daytime tel no \_\_\_\_\_ Email address \_\_\_\_\_

Please state below any particular needs we should take into account to make sure this programme is fully accessible to you

Signature 

## Making a Difference through training

At Neish Training we are committed to anti-racist, anti-oppressive ways of working and to making equity a reality. The focus of our work is power, whether challenging the power inequalities of racism, sexism and the other 'isms' or developing personal power through personal development programmes. We work with an organisation's most important and valuable resource – its people.

Our training courses and workshops encourage participants to think beyond stereotypes and accept the reality that there are as many differences in any one group as in any other group (even their own group, however they choose to define their group). Participants are empowered to acknowledge and challenge oppression, value diversity, recognise and build on their strengths and take action to make a positive difference.

### 'Valuing Diversity' Workshop What participants said.

"Excellent course, very well delivered."

"Excellent course offering the opportunity to share best practice and with many practical examples to assist with implementation of policies and procedures."

Please return to: **Neish Training, P.O. Box 26999, Glasgow G1 9DH**

For further information contact Gillian Neish Telephone: 0141 341 0469 Email: [info@neishtraining.com](mailto:info@neishtraining.com)