

VALUING DIVERSITY, A ONE-DAY WORKSHOP

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.

Edinburgh Friday 25th September

London Friday 9th October

Manchester Friday 23rd October

Newcastle Friday 20th November

Workshop fee £150.00 plus VAT includes refreshments

In-house Training

In-house courses can be a cost effective way to train staff on understanding 'race' and equity issues and on valuing diversity. We offer a range of courses from half-day introductions to week-long events. They can also be tailored for particular groups e.g. for front line staff, managers or trainers.

Courses of three days or more may begin with participation in the brown-eyes, blue-eyes exercise conducted by Gillian Neish who has worked with its developer, the diversity champion Jane Elliott, for a number of years.

The exercise provides a powerful experiential opportunity to understand the dynamics of oppression and really motivates participants to make positive change.

In addition, we can design and develop courses to meet your specific needs.

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

- Edinburgh Friday 25th September London Friday 9th October Manchester Friday 23rd October
 Newcastle Friday 20th November (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 Quotes May 2008

"Excellent course, very well delivered."
Simon Lee, Stockton-on-Tees B.C.

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

Erica Clark, Lime Pictures

Please return to: **Neish Training P.O. BOX 428 Glasgow G12 9NE** or fax to **0141 579 4809**

For further Information contact **Gillian Neish Telephone: 0141 341 0469 Email: info@neishtraining.com**

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