Building Inclusive Spaces:
Anti-Racism and Diversity Training for Leaders

Course Description:

This course aims to equip participants with the knowledge and skills necessary to disrupt systemic inequalities within various sectors, including education, healthcare, law enforcement, and the Criminal Justice Services.

By focusing on leadership accountability and community trust, the course provides actionable strategies to create equitable environments that benefit all, particularly those from ethnically diverse backgrounds, women, disabled people, and other protected groups.

Through a combination of theoretical frameworks and practical applications, participants will learn to foster inclusivity and drive meaningful change in their everyday practice withing their organisations.

Course Objectives:

- Understand the historical and contemporary contexts of systemic inequalities.
- Analyse the impact of racism and other forms of discrimination on communities.
- Develop strategies for creating inclusive and equitable spaces in various sectors.
- Enhance leadership skills to be accountable and trusted by diverse communities.
- Implement actionable steps to support and improve the lived experiences of disadvantaged groups.

Target Audience:

- School and university administrators
- Healthcare professionals (NHS)
- Police officers and law enforcement personnel
- Charity and non-profit organisation leaders
- Business leaders and HR professionals
- Criminal justice service management/employees

Course Modules:

1. **Introduction to Systemic Inequalities**
   - o Definition and examples of systemic inequalities
   - o Historical context and ongoing challenges
   - o The role of power and privilege in perpetuating inequalities

2. **Understanding Racism and Discrimination**
   - o Definitions and forms of racism (institutional, interpersonal, internalised)
   - o Intersectionality and multiple forms of discrimination
   - o Case studies and real-world examples

3. **Creating Inclusive Workspaces and Classrooms**
   - o Strategies for promoting diversity and inclusion in educational settings
   - o Inclusive policies and practices for workplaces
   - o Addressing unconscious bias and microaggressions

4. **Leadership Accountability and Community Trust**
   - o Characteristics of effective and inclusive leadership
   - o Building trust with ethnically diverse and marginalised communities
   - o Mechanisms for accountability and transparency

5. **Sector-Specific Applications**
   - o **Education:** Culturally responsive teaching and curriculum development
   - o **Healthcare:** Addressing health disparities and promoting cultural competence
   - o **Law Enforcement:** Community policing and fair justice practices
   - o **Charities and Non-profits:** Inclusive programme development and service delivery

6. **Action Planning and Implementation**
   - o Developing action plans for immediate and long-term change
   - o Tools and resources for ongoing support and evaluation
   - o Case studies of successful implementation

Delivery Methods:

- Facilitation/delivery and presentations
- Interactive workshops and group discussions
- Case study analyses
- Simulation activities
- Action planning sessions

Assessment:

- Participation in workshops and discussions
- Case study analysis reports
- Development and presentation of an action plan
- Reflection on personal and organisational change

Certification:

Upon successful completion of the course, participants will receive a certificate of completion from Equality and Diversity UK, recognising their commitment to creating inclusive and equitable spaces.

Delivery Mode:

- In-person training sessions
- Online webinars and virtual workshops

Trainers:

Experienced trainers and professionals from Equality and Diversity UK with extensive backgrounds in anti-racism, diversity, and inclusion.

Enrolment:

Participants can enrol through the Equality and Diversity UK website or by contacting our support team for more information.

By the end of this course, participants will be empowered to lead their organisations toward a more inclusive and equitable future, driving positive change and supporting the diverse needs of their communities.