

## Anti-racism Learning Offer - Camden Council

### Context

Camden Council has made a commitment to becoming a truly inclusive organisation in all its forms. We want to be an organisation where staff feel able to be themselves at work regardless of their background, identity or culture.

As part of this commitment we have developed a Race Equality Action Plan together with our staff which sets out several actions to tackle the issues faced by individuals from a Black, Asian and Other Ethnic backgrounds within Camden. This plan has been developed based on research insights into organisational systemic barriers, discussions with Camden's Black Workers Group, employee survey insights, feedback from focus groups with Black, Asian and Other Ethnic staff and Staff Inclusion Forums.

We know that a learning offer alone will not be enough to solve the inequalities that exist within our organisation however, we also recognise that as part of our commitment to become more inclusive we need to create an organisation where staff feel safe, feel able to identify and have the skills to tackle racism.

Our aim is to create an organisation-wide learning programme to enable all staff to actively challenge racism in all its forms.

### Approach

- As part of the Race Equality Action plan, we need a learning and development approach that works across the system; an approach that educates, builds understanding and informs the structural changes required to combat systemic racism
- We need to create the psychological safety for everyone to be able to learn, reflect and act on their knowledge
- The approach will support ally-ship, understanding what it means to be anti-racist and challenging all forms of racism.

### Focus areas

Based on the feedback the learning programme should cover the following areas and we will be expecting the D&I provider to add their own expertise to these where needed:

- **Understanding the impact of racism** - Better understand racism and its prevalence, more so the impact racism is having in the workplace. Understanding privileges, in all its forms, and how this consciously/unconsciously influences our structures and systems.
- **Being an active bystander** – Knowing how to speak up or take steps to intervene when witnessing racism in the workplace (including microaggressions)
- **Allyship** – What it means to be an active ally. An ally is someone who takes conscious steps to actively promote and aspire to advance individuals from Black, Asian and Other Ethnic backgrounds.
- **Creating psychologically safe spaces in the workplace** - for individuals to have conversations about race and be able to share their thoughts and views without the fear of repercussions whether that be with their manager, leaders or colleagues.

### Considerations

The learning programme must:

- Be applicable to all staff at various levels within the organisation, recognising that this might look different for managers and staff
- Seek to educate staff on how to be actively anti-racist using practical examples that staff can apply to the workplace
- Be suitable for delivery across an organisation with a headcount of approximately 4500
- Include a train the trainer function, enabling the organisation to develop the capacity and capability to deliver this training in-house on an on-going basis