

**UNISON Ambassador Programme
Delivered by Show Racism the Red Card**

UNISON Yorkshire and Humberside Region have secured funding to run the Ambassador programme that will be delivered by Show Racism the Red Card.

This training is a fantastic opportunity to promote amongst our young members, women members as well as experienced reps and Branch Officers. It will be ideal for anyone who is interested in promoting our anti-racism campaigns. The programme will consist of 6 x 3 hourly sessions that will run over two months – see dates below. Delegates will need to be able to attend all 6 sessions.

The purpose of this programme is to encourage those attending to be ambassadors for UNISONs anti-racism campaigning and to work with branches and the region to challenge racism more effectively. Sessions will be a mixture of presentations, inspirational speakers and group work via breakout rooms. The sessions are designed to give an increased understanding of anti-racism activism, extend knowledge of what racism is and how it impacts on individuals (both targets and perpetrators) and society.

Dates: 7, 14, 28 February, 7, 14, 28 March 2023 (running for 6 sessions)

Time: 10:00-13:00 each day

Location: Zoom

Programme Outline

	Content
<p>Session 1:</p> <ul style="list-style-type: none"> • Welcome • History • Unconscious Bias • The media • What is racism? And what does it look like? 	<p>Welcome to the course. During this session we will reflect briefly on our expectations and set an atmosphere of honesty and openness.</p> <p>We then begin by giving a brief introduction to diverse British histories and how these have been ‘whitewashed’. We dive into concepts of unconscious bias, and how British history plays a huge role in the creation of this, before also examining how stereotypes are perpetuated across the media and how this also forms biases in all of us.</p> <p>We will then bridge the gap between unconscious bias and racism, exploring what racism actually means, what it looks like in 2022, and how it manifests in our workplaces and organisations.</p>

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<p>Session 2:</p> <ul style="list-style-type: none"> • Everyday racism • Privilege • Language and terminology 	<p>In the second session we will explore 'Everyday Racism' or Microaggressions.</p> <p>We will give discuss language and terminology, exploring the rationale for some words and phrases being deemed as appropriate or inappropriate.</p> <p>We will also introduce the concept of privilege; not just in terms of skin colour – and see how this manifests in the workplace.</p>
<p>Session 3:</p> <ul style="list-style-type: none"> • Islamophobia 	<p>This session will be led by Muslim educators who will encourage us to reflect on our own biases and stereotypes of Muslim communities and people. As a group we will discuss where these ideas come from, their impact, and how we can challenge them.</p>
<p>Session 4:</p> <ul style="list-style-type: none"> • Antisemitism • Gypsy, Roma and Traveller racism 	<p>In session 3 we will explore Antisemitism and its historical roots. We will discuss what it looks like in reality, the definition of Antisemitism and how we can spot it in everyday life.</p> <p>We will then hear from members and activists from the Romani Gypsy community, who will tell their stories and allow us to reflect on the stereotypes and racism their communities endure.</p>
<p>Session 5:</p> <ul style="list-style-type: none"> • Recognising and responding to racism • Legislation and the law 	<p>As we move into the final half of the course we begin to think about how we effectively respond to racism in all its forms - what is a racist incident? What procedures should we have in place to deal with one? How can we effectively challenge racist attitudes? What would we put in our anti-racism toolkit?</p>

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<p>Session 6:</p> <ul style="list-style-type: none">• Changemaking and embedding anti-racism• Allyship• Next steps	<p>We will end the course by discussing change and allyship. Discussions will focus on ways in which Ambassadors can embed anti-racism into their workplaces and organisations. Following this, participants will explore what it means to be an anti-racist and an ally.</p> <p>Finally, we will reflect on our next steps and our role as a SRtRC Ambassador.</p>
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The sessions will utilise breakout spaces and polls, allowing time for lots of discussion.

Following the course participants will get a link to download PDFs of the sessions; a reading/watching list; and a number of helpful resources related to the workplace and good practice.

We will also ask participants to complete a short evaluation survey post session to gather feedback and try to measure impact.

This is by no means an exhaustive list, with other issues addressed according to the contributions of attendees. There may also be some slight changes to the order of content.