



Courageous inclusion: What is it and why should we care?

Tuesday 28th July 2020, 6.30 – 8pm

Zoom Webinar

We are in the midst of a long overdue focus on equality, diversity and inclusion (ED&I) in our society, including workplaces. Covid-19 highlighted the inequality of health outcomes for people of all subordinated groups, not because of genetics, but because of how they live their lives. Then the murder of George Floyd shone a spotlight particularly on racism in our societies, including the U.K. These two key events have created a focussed and sustained interest in ED&I particularly around anti-racism. So, as Psychologists, why should we care? And if we care what should we be doing?

Courageous inclusion is a practical model created to help people have much needed conversations about ED&I. The process involves facing our privilege and learning about people who are different than ourselves, without creating further trauma. It is also a model which provides a framework for those of us from subordinated groups to talk about our experiences and have them heard. During the session we will explore this model, and others. Through small group conversations we will have an opportunity to explore how they could apply to our work in the future.

This session will provide a space to sit with your discomfort and tap into your courage, in service of learning more about how you can support the achievement of social justice through your work. **In preparation it would be useful to consider what do you need to do, or be, to bring with you your courage and a growth mindset?**

Fixed mindset - comfort	Growth mindset - courage
I don't know where to start or what to say.	First, I will listen, read and watch. I will speak against injustice.
I don't want to get it wrong or get called out.	I will make mistakes, no doubt about it. I will be grateful for the lesson.
It won't make a difference what I do, nothing is going to change.	Things happen when I take risks and become part of something bigger.
I don't get involved in politics. I don't have time.	This is a human rights issue. This matters. I will make time.
Credit @holisticallygrace (Instagram)	

Alison France is a white person from the North of England, she is pansexual, works through periods of depression and has a disability. She is also a business psychologist with an Organisation development qualification from NTL and is currently completing iGOLD (international Gestalt Organisation Leadership Development programme). Her work focuses on diversity and inclusion in charities and commercial organisations across Europe and further afield.