

# Deeds Not Words

## Race equality support services

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### TAI PAWB CAN SUPPORT YOUR ORGANISATION ON ITS PLEDGE JOURNEY

For organisations signed up to our Deeds Not Words pledge to action and organisations committed to ending racial inequality we have a range of range of services that can enhance and support your journey including workshops, action planning, facilitated discussions and training. All of these sessions have been carefully designed to provide tailored and impactful action plans and motivate attendees to drive change.

## FACILITATORS

### MARILYN BRYAN-JONES

Marilyn has a background in housing at both operational and strategic level and equality and diversity has always been Marilyn's main priority in the workplace. She is passionate about training and believes it is a vehicle in which to effect change in both individuals and organisations.



### COLIN HEYMAN

Colin has over 20 years experience as an equality, diversity and inclusion specialist. Through his work he brings about improved practice in equality and diversity and makes the issues discussable.



### OLYMBIA PETROU

Olympia is passionate about supporting and delivering diversity and inclusion for both organisations and individuals. She has worked as an Equalities, HR and Skills Advisor for businesses across Wales for over 18 years.



All of our services are flexible and can be adapted to suit your organisations need. Contact us on [info@taipawb.org](mailto:info@taipawb.org) if you want to discuss this further

For more information and pricing visit [taipawb.org/training](https://taipawb.org/training)



# FACILITATION AND WORKSHOPS

## DEEDS NOT WORDS PLANNING

Facilitated workshop with either Board, senior management, equality and diversity team, or tenant or client groups. This workshop will go through the pledges and apply them to your organisational needs helping your organisation to identify areas of work and create a Deeds Not Words action plan.



## RACE EQUALITY SPEAKER

A specialist race equality expert with a wealth of knowledge and lived experience to attend staff, tenant and service user meetings or events at any level to discuss key equality topics, raise awareness of equality and diversity and create a forum for discussion.

## EMPLOYEE SURVEY ANALYSIS

We will analyse equality related data of your choice and facilitate a session to help you understand data and pick out key themes, advise on how to take those themes forward and how the results can be converted into a strategy and measurable outcomes. We can also conduct staff and tenant/service user focus groups to gain further insight.



## RACE EQUALITY, DIVERSITY AND INCLUSION FOR BOARDS



A facilitated session with your Board exploring what an organisation with equality and diversity as its focus looks like, this session provides advice on what boards should be looking for in terms of governance and regulation and how you can create inclusive and diverse boards.

## CREATING AN INCLUSIVE CULTURE AND LEADERSHIP

A facilitated session with your Board, senior management or equality and diversity team, this session will explore perceptions of inclusive culture and how race awareness affects an organisation's culture and help you understand what needs to change and how these changes can be embedded. There is also an opportunity for Tai Pawb to engage with staff and tenants/service users.



## UNPACKING WHITE PRIVILEGE AND RACIAL DISCRIMINATION



A facilitated session for staff at any level to raise awareness of white privilege in society and how it affects you personally, this session explores how awareness of white privilege can be used to tackle racial inequality.

## IMPROVING STAFF DIVERSITY AND REPRESENTATION

This is a facilitated session aimed at HR services or anyone with recruitment responsibilities. This session will help you understand what diverse and inclusive representation looks like and provides support with developing job advertising materials including positive action and how you can engage to encourage diverse applications, this session will also look at how you can increase staff retention.



## OVERCROWDING AND MULTIGENERATIONAL LIVING



A consultation with your organisations tenants and service users exploring overcrowding and multigenerational living in Black, Asian and Minority Ethnic communities and how this affects them. We can gather qualitative and quantitative data through surveys and engagement sessions about lived experience, perspective and impact.

# TRAINING SERVICES

## UNCONSCIOUS BIAS

This session explores what unconscious bias is, where it stems from and how it affects day to day actions in your organisations. It explores the psychology of unconscious bias and how your organisation can take practical steps to mitigate the effects.



## RACE EQUALITY

Awareness raising and facilitated session for staff at all levels to increase understanding of race and racism and provide advice on how to take action to improve the situation.

## CUSTOMER PROFILING

This session on customer profiling will help you decide what data you collect and what that data can tell you. There is also an option to incorporate tenant perspectives and receive extra support around data collection.



## CULTURAL COMPETENCY

This session is aimed at staff who go into tenants' homes, it will help attendees apply 'cultural sensitivity' in their day to day contact with tenants and service users and broaden their knowledge about the different needs they may have.

## CHALLENGING AND ADDRESSING DISCRIMINATION

This session supports staff to feel comfortable to challenge unacceptable behaviours with colleagues and customers in a non-confrontational way and highlights ways organisations can support staff.

