



Duration: Half-day workshop (3.5/4 hours).

Aim: To give you and your teams the opportunity to listen, talk, hear and learn about how to be a better ally to colleagues who may experience racism, discrimination and prejudice in some form every day of their life.

Learning outcomes: On completion of the workshop, participants will be able to:

- Define allyship and explain its significance in fostering inclusive environments, incorporating the experiences in the room and the concept of the Wheel of Advantage.
- Recognize the importance of allyship in creating inclusive spaces and promoting equality, with a specific focus on anti-racism and real stories of internationally educated healthcare staff.
- Identify the characteristics of an effective ally, including asking, listening, showing up, and speaking up, demonstrated through interactive activities and forum theatre.
- Describe examples of good allyship in practice using the STEPS communication model (Start, Time, Empathy, Provide Support, Sense Check), through interactive demonstrations and forum theatre. Explore real stories of personal experiences, including instances of micro and macro aggressions, to deepen understanding of allyship and its impact.
- Set individual goals and make a pledge to actively engage in allyship, incorporating the concepts discussed and applying them to their own lives and environments.

Participants: Open to all healthcare staff

Course overview: This is a hard-hitting, interactive workshop using real life situations that our international colleagues have experienced. Throughout this workshop we explore the complex concept of Culture, including people’s beliefs, values, behaviours, and ways of understanding their world. In healthcare, managing cultural differences—including customs—is essential to providing high-quality care and good teamwork. Cultural awareness is the ability to perceive our own cultural beliefs, values, and customs, and to understand how they shape our decisions and behaviour. Cultural awareness requires us to step back and look at ourselves as if through a stranger’s eyes, and to open our minds to different ways of doing things.

“You can have all the right policies and programs in place, but if individual employees don’t understand what true allyship looks like, they may inadvertently end up being part of the problem.”

Teaching and learning approach: The approach is immersive simulation and involves participants having the chance to practice their skills by interacting with experienced and trained actor role players in real-to-life scenarios. Led by expert facilitators, participants will discuss issues and solutions together, learning collaboratively in a safe environment.

Quality assurance: All training is provided in a confidential, safe learning environment with workshops led by experienced facilitators with a communications / health care background, and with actor role players trained in role portrayal and giving feedback. SimComm Academy is accredited by ASPIH and adheres to the ASPIH standards for simulation.