

# CULTURAL ALLYSHIP



**Do we fully understand the experiences of our international colleagues working across our services? Are we confident that all our staff are equipped with the tools to support colleagues through asking and listening, with kindness and curiosity and address racism, discrimination, and prejudice as it happens?**

**With the support of NHSEI international recruitment funding, the ICS supply programme has worked in partnership with SimComm Academy to develop a “Cultural Allyship Workshop”.**

**This is a hard-hitting, interactive workshop using real life situations that our international colleagues have experienced. It gives the audience the opportunity to participate in facilitated discussions and then replay by adding in the response from an effective ally.**

**The purpose is to give you and your teams the opportunity to listen, talk, hear and learn about how to be a better ally to colleagues in the workplace.**

**The target audience is all healthcare staff.**

**Workshops are open to 20 participants and are 3.5 hours in length, with a mid workshop break.**

## Learning Outcomes:

By the end of this session, participants will be able to:

1. Define allyship and explain its significance in fostering inclusive environments, incorporating the experiences in the room and the concept of the Wheel of Advantage.
2. 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.
3. Identify the characteristics of an effective ally, including asking, listening, showing up, and speaking up, demonstrated through interactive activities and forum theatre.
4. 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.
5. Explore real stories of personal experiences, including instances of micro and macro aggressions, to deepen understanding of allyship and its impact.
6. 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.