



You Change It

Module Guide

Module 1

**Personal testimonies
from and Q&A
with those
who've suffered
discrimination
because of race,
class, gender,
disability and sexual
orientation**



Module 1

Outcome:

An emotional connection to the need for allying yourselves to diversity. The session will include authentic and personal story telling from You Change It facilitators and ignite ideas amongst participants around how they can better support diverse colleagues.

Minimum and maximum group size:

10 - 50 people

Cost per person:

£90

Module 1

Speakers:

The speakers on this module are You Change It facilitators.

Asma Shah will talk about her journey from a Peckham Council estate to working in management within some of the UK's leading cultural and creative organisations, and will give an honest account of her experiences of discrimination in the industry, which led her to fight back against inequality by setting up You Make It. Asma is an advisor on the Mayor of London's Equalities, Diversity and Inclusion board, with extensive facilitation and guest/public speaking experience at conferences and established leadership development programmes, including on the Clore programme for those working in the arts and creative industries.

Honesty Haynes-Williams will talk about her story of growing up under the poverty threshold in East London, and how she has had to constantly battle with people who are challenged by her class, gender, race, disability and sexual identity.

Christopher Mitchell will talk frankly about what the everyday realities of being a black male in Britain are, both in and outside of work.

Roxi Jahanshahi will talk about experiences of being locked out of work opportunities including in the creative industries.

Module 2

What is privilege?



Module 2

Outcome:

A clear understanding of what privilege is, what the impact of having it is, and what might be denied if you don't have it. This session will also focus on why we get defensive when we hear the word 'privilege', and disarm participants from feeling this so that they are able to have conversations going forward with others to address the need for diversity. The session will include facilitated discussion.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 3

Intersectionality



Module 3

Outcome:

You'll come away with an understanding of the multiple layers of disadvantage that people can face. The session will include a task-based game as well as facilitated discussion.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 4

Systems of Ideologies & Oppression



Module 4

Outcome:

You'll come away with an awareness of how dominant systems and ideologies serve to oppress people in terms of race, gender, class, disability and sexual orientation, and have an understanding of how as individuals we may be complicit in supporting these. The session will be a facilitated discussion that will challenge participants to think about how their perceptions of people from diverse backgrounds are shaped by the media, news and dominant histories. It will include a collage-based exercise.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 5

“What would you say if.....”



Module 5

Outcome:

This module uses the 'fishbowl' methodology to encourage participants to role-play in scenarios that threaten equality, diversity and inclusion in the work place. The advantage of 'fishbowl' is that it will allow the entire group to participate in each of the conversations/ subjects we would like you to consider.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

NB: This session is 120 minutes long

Module 6

Working towards Social Equity



Module 6

Outcome:

You'll come away with understanding of why equity is important in the work place; understand the difference between equality and equity; and actions to ensure how you operate in the world of work is more equitable. This session will include facilitated discussion and other interactive games based tasks.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 7

**Search – discover
where to find talent
and build trust**



Module 7

Outcome:

Discover how and where to find socially diverse young talent, and what will make them want to be part of your organisation

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 8

Select



Module 8

Outcome:

Apply techniques to help assess and select diverse young talent fairly and appropriately to the context.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 9

Onboarding



Module 9

Outcome:

Identify the unique challenges diverse young talent experience when joining an organisation, and understand how different support roles can reduce the friction.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 10

Retain



Module 10

Outcome:

Analyse beneficiary experiences at your organisation and assess if the right support exists to ensure wellbeing of diverse young talent.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Module 11

Grow



Module 11

Outcome:

Recognise the specific personal and professional development needs of diverse young talent, and apply practices to help grow their potential beyond being with your organisation.

Minimum and maximum group size:

10 - 25 people

Cost per person:

£90

Meet our Facilitators



Asma Shah

My passion for equality and inclusion agendas led me to establish You Make It in 2011. I wanted to ensure young BME women from less privileged class backgrounds were able to access opportunities to fully realise their voice, value and potential in their professional and social lives.

While I could be described as middle class now, having spent most of my prior career working in management within the cultural and creative industries (ScreenSkills, Channel 4 and Roundhouse), I'm the youngest of four girls raised by an immigrant single mother from Pakistan who had fled from our father. I was brought up on a Peckham council estate with a troubled background in state school education, and so easily could have not made it. My powerful lived experience of the barriers that have to be overcome to get ahead, and my consequent work to even the playing field out there with You Make It, has been recognised with my appointment as a Champion/ Advisor on the Mayor of London's Equalities, Inclusion and Diversity board. I'm passionate about ensuring that You Change It is able to equip people with the mind set and tools to make the world a fairer place.

Honesty Haynes-Williams

As a queer young black woman of mixed heritage living with a life long illness, my passion for driving change is non-optional. Born and raised under the poverty threshold of East London to teen parents, I was never afforded the option of ignorance in a world in which my success will always stand out as rebellion. The legacies left to me were survival and the fight for equity and equality.

I was a participant on You Make It myself last year, where for the first time I was provided validation, taught my own value and given the chance to enter previously gate kept /out of reach spaces. You Make It support, in combination with my experience based passion, has since led to me becoming a Stonewall young campaigner for LGBTQIAA + POC, as well as working to support young people from diverse backgrounds within many cultural organisations including Lauderdale House, The London Transport Museum, TfL and The Wellcome Collection.

Christopher Mitchell

My family's default setting is work hard. My Dad was an Engineer, and my Mum was a midwife. An excellent work ethic is embedded in my DNA.

During my career in marketing and communications, I've had to face a harsh and disappointing truth. In spite of going the extra mile, hard work alone doesn't always pay off for someone like me. Why? Because I'm young, gifted, but Black. I've often been passed over for various promotions, in spite of strong performance, and have always had to work with less, for less. It has taken me fifteen years to speak up about my experiences. I feel now is the time for me to give back by dropping some knowledge on how to balance the scales of social justice more fairly.

Roxi Jahanshahi

My family experienced war and revolution in Iran before moving to London where I was born. Despite growing up with my parent's middle class values and accessing a scholarship for private school, I struggled to progress as others expected.

At the age of 22, I dropped out of university while working 3 jobs to sustain myself. Securing an entry-level role as a woman of colour without a degree in the creative industries felt almost impossible, especially without contacts. Even once I gained experience, I didn't fit some people's image of the desirable candidate. Over the years I've received interview feedback saying that I was too 'colourful', didn't have the 'right look' and that without a degree I wasn't 'inspiring' enough.

My experiences along with those of my peers, have made me want to challenge the status quo to create a more equitable society and access into creative professions that were denied me. I believe the best place to start is by openly acknowledging our experiences of privilege and oppression, and exploring how we can affect change.

Selene Shaw

Considering I come from a very loving and supportive family, I have always struggled finding my feet because I have always been my own biggest critic. I lacked confidence in my abilities and talents because I would compare myself to others, I felt as if I wasn't educated enough as I dropped out of university after my first year and I never thought my career would ever take off because I was always told that I either did not have enough experience or even that I had too much.

I joined YMI at one of the lower points in my life because I felt that I needed to be around people who related to me so I wouldn't feel like I was the only one going through this. As a participant who felt first hand what a lot of these young women are going through, to then have come out on the other side to a much more positive and optimistic mindset, I find it necessary to help and try and return some of the support that I received. I want to be a part of helping create that turning point in these young people's lives and what better way to do that by sharing my own knowledge and experiences.

Sherin Adam

Going through and still recovering from severe depression and anxiety I believe it's so important for everyone to be educated on mental health especially in professional environments, but also within the Black and Asian community where we are not as open about mental health. We are taught to keep quiet and show no emotions of sadness or pain (physical or emotional) and this can lead to devastating consequences. I want to help stamp out the stigma so we are not afraid to talk and be shamed for our health. A hard journey including not completing university for health reasons led me to You Make It, and they really helped me and other women on the programme by giving us the tools and techniques we needed to move forward with life.

The way You Make It approaches and works with young people is so important, they come with no judgement but with compassion for the work they do and the care for each person they work with just naturally helps the young person let their guard down. You feel safe and at ease from the first meeting which sets the tone for the rest of your time with You Make It. This really helped me complete as I felt I wasn't just another number to fill up spaces but I am an actual human being. Having a mentor who was working in the industry that I had an interest in was very valuable to me as it gave me insight on how I can go forward into that industry and was a great way to prep me for a work placement in an art gallery which led to a permanent employment with the art gallery. I am now confident and working on my own art career, and really want others working with young people to know how to do it so that it makes real and positive impact.

Booking

Price:

Modules are £90 per session but we offer an early bird discount if you book by 28 February 2020!

Reserve your place:

Please email admin@you-make-it.org to find out more and secure your place for workshop dates in spring and early autumn