



Trainers' Week Facilitators



Jane Elliott is the internationally acclaimed diversity champion who adapted the challenging 'Blue Eyes, Brown Eyes' discrimination exercise to show the effects of racism on both the perpetrators and the victims of discriminatory treatment. She began this work immediately after the assassination of Dr. Martin Luther King, Jr. when she was teaching a third-grade class in the then all-white, all-Christian town of Riceville, Iowa, USA

Since then she has repeated the exercise with dramatic results in many different settings. It has been

featured in several television documentaries and training videos including 'The Eye of the Storm' and 'The Angry Eye'.

She is a veteran presenter who has addressed groups ranging from schools and universities to civil service organisations and business corporations throughout the world.

Jane is looking forward to her return to the UK this year when she will be delivering her 'Anatomy of Prejudice' seminar at a number of events both public and corporate.

Jane is looking forward to returning to the UK and to sharing her experience and expertise with new colleagues at the Trainers' Week.



Gillian Neish is a trainer and consultant based in Scotland who works throughout the UK and has used Jane Elliott's powerful videos as part of her own work for a number of years.

She specialises in 'race' and equity issues, managing and valuing diversity, women's development programmes and training trainers. Central to all Gillian's work is her commitment to anti-discriminatory practice and to

making equity a reality. Gillian knows, from her own experience over the last twenty years, that whilst work around 'race' and equity issues is vitally important, it can be difficult, stressful and lonely. She is particularly pleased to have developed this Trainers' Week to give others in this field the opportunity to come together to develop their personal effectiveness by learning from and supporting each other.

Some comments received from past participants.



"The Trainers Week both inspired and motivated me. I thoroughly enjoyed the innovative approach to the delivery of the training and feel equipped to return to my workplace and make a difference."

Attending the Trainers' Week was a life changing experience and shifted me quite dramatically from my comfort zone'

Trainers' Week

a personal development course
for those working with
Equity and Diversity Issues

**Led by Jane Elliott
and Gillian Neish**



1st - 5th March 2004

It is now widely acknowledged that **valuing diversity** enables organisations to meet their full business and social potential. Training plays an important part in achieving this goal. However, delivering training around 'race' and equity issues is not as easy as some people believe because participants come with a wide range of opinions and strong emotions!

a **five day** residential course at the



4 Star Novotel Hotel

Euston, London

By the end of this personal development week participants will:

- have deepened their understanding of these complex issues
- be better prepared to make the business case for challenging discrimination and valuing diversity.
- know the learning points in Jane Elliott's videos
- have increased their skills and confidence to deliver training on 'race' and equity issues including using material from 'The Anatomy of Prejudice Workshop' pack
- have begun to develop strategies for using the materials to deliver effective training within their own organisation

Organisations will:

- Have trainers with the knowledge and skills to deliver courses on 'race' and equity issues and to mainstream these issues into all their training programmes.
- have in-house trainers delivering courses which are high quality and cost effective.

**neish
training**

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Jane Elliott

Gain from Jane Elliott's vast experience...

Jane Elliott is the adaptor of the 'blue-eyed, brown-eyed' exercise in discrimination. Some of you will be familiar with Jane's work and may also use her videos as part of your own training sessions.

This week, facilitated by Jane and Gillian Neish is a unique opportunity to gain from Jane's vast experience of challenging discrimination around the world in many different settings and Gillian's practical experience of working for more than twenty years with organisations in the private, public and voluntary sectors throughout the UK.

The week will begin with everyone taking part in the blue-eyed, brown-eyed' exercise. This is not to teach you how to run the exercise but to ensure that you clearly understand, through experience, the effects of institutional discrimination and the systematic way in which it operates. This is a key part of the Trainers' Week because it is only with that understanding that racism and other discriminatory treatment can be effectively challenged.

Throughout the week, in a supportive but challenging environment, you will gain greater understanding of these complex issues and about yourself. Your future work will be strengthened by discussing your ideas and sharing and learning from the experiences of other participants and the facilitators.

You will also learn how to use training resources more effectively with particular focus on getting the best from Jane's videos and the new 'Anatomy of Prejudice' Workshop pack based on her work and developed by Gillian. There will be opportunities to practice delivering this material and to receive feedback. This is a unique opportunity to work closely with Jane and Gillian to develop your skills and build your confidence.



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Working in this field is very rewarding but it can also be stressful and isolating. So to support you in your work beyond the Trainers' week you will receive: The 'Anatomy of Prejudice' Workshop Pack



The 'Anatomy of Prejudice' Workshop Pack

Based on Jane Elliott's work, the pack, has been developed by Gillian Neish. It includes video material, facilitator's notes and participants' handouts for a one or two day course, which will enable participants to:

- draw parallels between the racist behaviours based on eye-colour in 'The Angry Eye' video with the racist behaviours based on skin colour (and with discriminatory treatment because of other 'isms') because of power inequalities in society;
- recognise the effects discriminatory treatment has on those who discriminate as well as those who are discriminated against;
- understand how discriminatory treatment can lead to negative behaviours which re-inforce prejudice against people from less powerful groups;
- understand the business case for eliminating discrimination and valuing diversity;
- acknowledge their own responsibilities in challenging racism and all discriminatory treatment;
- consider equity issues within their own organisation;
- build on good practice in developing ways of working together equitably.



Is this week for me?

- You are committed to working towards the elimination of racism and discriminatory treatment and want to understand the issues better,
- You have experience as a trainer but want to deliver higher quality training within your organisation enabling it to meet its full business and social potential
- You are open to new ideas, sharing experience and giving and receiving feedback
- You are committed to continuing your own development
- You will apply the knowledge and skills gained during this week in your future work

If there is any further information you require before making your decision to apply please contact Gillian Neish at:
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web site www.neishtraining.com

yes... I would like to be there!

Please complete the enclosed application form and return with your CV or a brief career history to Neish Training. You will be contacted soon after and, if accepted, an invoice for the full course fee* - £3,750 plus VAT £656.25 total £4406.25 - will then be sent.

* includes course materials, the 'Anatomy of Prejudice' Workshop pack, accommodation for 5 nights (Sunday - Thursday), all meals/refreshments for the duration of the course (8.00am Monday to 5pm Friday).

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