

**September 30, 2024 Monday**  
**10 -11.30am**  
**Medical Lecture Theatre, ARI**

**Antiracism, Speak-up, Valuing E&D and Listen-up Interactive Session. Made up of 3 Sessions, come to all or 1 or 2 as you can manage!**

This session will launch "Speak up Week 2024" and celebrate 1 year of committing to be an antiracist organisation and to update on our progress. We are keen to explore what our workforce needs to feel safe and confident to 'speak up' when things aren't right, (regardless of what it is, i.e. bullying, discrimination, racism, public interest/safety/whistleblowing) and what staff need to enable them to listen well and play their part in creating a culture of 'listen up'.

**All Staff, students, trainees, etc. are welcome - Tea, Coffee, Water, Fruit and Cereal Bars available on arrival!**

Topics being covered are:

**10.00-10.30am - Anti-Racist Organisation Commitment - 1 year on,**

What we've been doing and where we are now

Liz Howarth, Inclusion Manager and Snehashish Banik, EDI Champion

**10.30-10.50am - Creating a programme of Speaking up**

Katie Cunningham, Speak up Manager and Anushree Ganguly, Speak up Ambassador

**10.50-11.30am - Valuing Equality & Diversity and Creating a Culture of Listen up**

Roda Bird, Interim Equality and Diversity Manager, and Louise Ballantyne, Head of Engagement

Each topic area will have 10-15 mins of presentation followed by 10 minutes of interactive discussion and Mentimeter questions. Please bring your phone but paper comments will also be gathered.

Networking and informal conversations/questions from 930-10am and 1130-12noon.

Everyone is welcome and we would love you to stay for it all but if not possible pop in for 1 or 2 of the sessions and some refreshments.

**To book a place, complete the form**

<https://forms.office.com/e/bvPSrPG7Ey>

**Drop-in's also welcome, if spaces are available.**

**Find out more about what's happening during Speak up week click [here](#)**



## Speak Up Week and Antiracism One Year On...

*Take part in the conversation*

30<sup>th</sup> September 2024, Monday in ARI Medical Lecture Theatre

### Programme

#### Anti-Racism, Speak-up, Valuing E&D and Listen-up Interactive Session

9.30-10.00	Registration/Refreshment Networking	
10.00-10.05	Welcome	Alison Evison, Chair NHS Grampian
10.05-10.30	Antiracism One Year On...	Liz Howarth, Inclusion Manager Dr Sneh Banik, EDI Champion
10.30-10.50	Speak Up	Katie Cunningham, Speak Up Manager Annie Ganguly, Speak Up Ambassador
10.50-11.10	Valuing Equality, Diversity Inclusion	Roda Bird, Interim Equality and Diversity Manager
11.10-11.30	Supporting and Creating a Culture of Listen Up	Louise Ballantyne, Head of Engagement
11.30	Summary and Closing	Alison Evison
11.30-12.00	Networking	