

**CONTACT**

KEISHA  
THOMPSON

# CREATING ANTI-RACISM CULTURE

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A TRAINING, AWARENESS AND CHANGE PROGRAMME FOR ORGANISATIONS  
DEVELOPED BY KEISHA THOMPSON AND CONTACT

# OVERVIEW

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Developed by Contact in partnership with writer, artist, Artistic Director and CEO Keisha Thompson, this programme is designed to help organisations make a proactive step-change towards a meaningful and enduring anti-racism culture.

Originally created and successfully rolled out as in-house training for Contact trustees, we believe that this programme can have real value and impact beyond our own organisation. To date, we have delivered training to a range of clients, such as Manchester Art Gallery, Battersea Arts Centre and HOME.

Available as either a one day introductory course, two day intensive programme or Teacher or Education Focused CPD, the training unpicks the structural complexities of prejudice and

discrimination, and provides a space for reflection, challenge and ultimately change-making.

Through creative facilitation, poetry, group tasks and the use of case studies, the programme promotes a heightened awareness of societal racism and personal agency, before focussing on the development of an actionable plan for positive organisational change.

This course is available in both online webinar and in-person formats, with a minimum booking of 10 people.

As a not-for-profit organisation, all proceeds from our consultancy services are directly reinvested into our work with young people, on stage and in the community.





# CONTENT

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The following list of content is not exhaustive, but provides a snapshot of topics covered over the two workshops.

- Assumptions, myths and tropes
- Language use and meaning
- Structural racism
- Personal agency
- Allyship vs coalition
- The business case for diversity
- Organisational devices for change

Two-day package modules:

- White fragility, privilege and moral luck
- Intersectionality: class, gender and disability
- Leadership, governance and partners
- Decolonising your finances
- Decolonised environmental practices
- Religion and race
- HR, reporting and monitoring
- Creating policies and action plans
- Self-care and well-being

We are also open to suggestions outside of this list.

# OUTCOMES

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- Broadened understanding of structural racism
- Impetus and actionable plan for positive change
- Springboard for organisational culture shift
- One day package: resource pack
- Two day package: resource pack and toolkit





# STRUCTURE AND DELIVERY

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## Pre-Meet

Initial introductory meeting with our team to provide background, discuss your aspirations for the programme and confirm arrangements

## Surveys

Prior to the first session, your team will also receive two surveys to help us tailor the programme further to meet your organisation's needs, and to make provision for any potential triggers

## Podcast

Your team will be asked to listen to a podcast in preparation for the foundational workshop

## Day 1

### Foundational Workshop

Contextual session focussing on awareness and understanding, exploring language, structural racism and personal agency

## Day 2

### Practical Workshop

Applied session focussing on organisational policy and a developing a plan for positive cultural change

## Resources

After the workshops, we will issue a resource pack which contains an overview of the two sessions, including reading and playlists, as well as links to other source material referenced during the programme



# COURSE OPTIONS

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- Two Day
- One Day
- Teacher CPD One Day

If you would like to discuss introductory or taster sessions, or delivery for freelancers and community groups, please get in touch.

# DELIVERY PERSONNEL

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This programme is delivered by two of Contact's creative facilitators. At least one of the team will be of global majority heritage.

# PRICING

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**£300 + VAT per person**

A discount of 20% applies for registered charities. Minimum booking of 10 per programme.

Special rates are available for larger groups.

# ONE DAY COURSE STRUCTURE

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Our one-day anti-racism course has a more foundational focus on anti-racism awareness, covering:

- Definitions of racism and anti-racism
- Structural and systemic prejudice
- Language use, tropes and assumptions
- Personal agency

Our one-day course doesn't culminate in a bespoke toolkit for organisations, but does feature a resource pack for attendees.

Prices are:

**£200 + VAT per person full price**

**£160 + VAT per person registered charities/education discount**



# HOW TO BOOK

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If you would like to book, or hear more about this programme, please contact our team on: [creativeservices@contactmcr.com](mailto:creativeservices@contactmcr.com)



# TESTIMONIALS

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***"Our Diversity and Inclusion event was a huge success, we had great client discussions and it was great to see the energy in the room."***

Katherine Savage, Partner, Financial Services People Advisory Services - Ernst & Young

***"(Contact) are innovative, exploratory and refreshing ... their purpose, vision and values marry exactly with those of our organisation supporting outreach into our community and supporting enterprise and talent in Manchester."***

Sue Bagguley, Head of Strategy and Business Development, Siemens

# ABOUT CONTACT

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Contact is the national contemporary arts organisation that places young people's decision-making and leadership at the heart of everything. Our vision is a world where young people aged 13+ are empowered by creativity to become leaders in both the arts and their communities.

Contact is nationally and internationally recognised for its diverse and inclusive outlook, winning the 2013 UK Theatre Awards for the Promotion of Diversity.

We have also been consistently rated as Outstanding by Arts Council England's Creative Case for Diversity.

We provide consultancy services for, and share best practice with, cultural peers and organisations beyond the sector; an example of which includes a bespoke Diversity and Inclusion intervention for Ernst & Young, which was designed and delivered by Contact in 2020.





# ABOUT KEISHA THOMPSON

***FROM THE MUNDANE  
TO THE SPECTACULAR,  
I WILL USE MY BODY,  
MY VOICE, MY VERNACULAR.***

Keisha



Keisha is Artistic Director and CEO of Contact, Manchester, Chair of radical arts funding body, Future's Venture Foundation, an ITC board member and recipient of The Arts Foundation Theatre Makers Award 2021. Before embarking on her role at Contact, Keisha was Senior Learning Programme Manager for The World Reimagined, a national arts education programme promoting racial justice. She holds a degree in Philosophy and Politics from the University of Manchester, and a PGCE in Mathematics.

In May 2022, she completed a residency with Esplanade Theatre in Singapore. Her focus was on her on-going project, DeCipher. The expansive educational project looks at mathematical pedagogy and how it can be taught in a creative way in non-educational spaces. She is working to find out how it can be decolonised, democratised and dismantled. The goal is to create interactions that allow for agency, joy and discovery. A maths lesson that feels like a poetry workshop, a dance class or an interaction installation.

She has supported artists such as Kae Tempest, Hollie McNish, The Last Poets, Saul Williams, Amiri Baraka and has performed in Brave New Voices festivals 2008 & 2009. Her work has been presented at high profile venues and platforms such as Tate Modern, Blue Dot Festival and the British Council Showcase in Edinburgh. Keisha has extensive experience of applying her artforms to various contexts, notably in dealing with topics of race, gender, class intersectionality and colonial history.

**All 'Creating Anti-Racism Culture' facilitators have been trained by Keisha Thompson, the developer of this programme.**