

# HUE.

COLOUR THE  
CONVERSATION

Workshop Information Pack



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# OVERVIEW OF HUE

Hue is a social justice organisation run by two women of colour - Elsa Tuet-Rosenberg and Sonia Sofat. We upskill and empower people of colour and those seeking to learn about and challenge systems of oppression to create social change. We empower individuals, communities, students, organisations, and businesses to colour their conversations through interactive workshops and bespoke consulting.

Too often the conversations about challenging systems of oppression or allyship are tokenistic, one dimensional, and lack the ability to actually create change in our movements, communities, organisations and business.

Meanwhile people with lived experiences of these issues are often sidelined and tirelessly educating people in their interpersonal lives and in the workplace for free.

We're tired of this ineffective approach and check box training in professionalism and politeness. That's why Hue works with people with lived experience to develop content that provides practical skills needed to challenge systems of oppression. Diversity and inclusion does not end at racial justice - that's why our approach is entirely intersectional. We consult with and fund organisations and groups with lived experience to create social change that have a positive impact across society.

We believe that education is an essential part of systemic change for racial justice. We use strengths-based and peer-to-peer learning frameworks, and our workshops develop understanding through group activities and facilitated conversations. We make learning interactive, nuanced and fun, catering to a range of learning styles, knowledge levels, and personality types.

# WHAT DO YOU KNOW ABOUT RACE & RACISM

## THE TRIVIA CHALLENGE & TRAINING WORKSHOP

This workshop is an engaging and interactive session designed to develop literacy, empathy, and understanding of race related issues and identities, and improve safety and support for people of colour in your organisation, movement or place of work. It is appropriate for a range of knowledge levels & experiences and creates a safe environment for real conversations about race and racism.

The workshop runs for 3 hours (or 3.5 via zoom), and is run as a team trivia challenge, for a maximum of 25 (and minimum of 15) participants per session. The workshop is designed based on strength based and peer to peer learning frameworks, to empower participants to come to understandings through facilitated conversations and group work. We run our workshops at your place of work, organisation or venue, and love to tailor our content where we can to your areas of interest! The sessions are run by people of colour who are trained facilitators and experts in their lived experiences.

### LEARNING OUTCOMES

- To understand and use appropriate and nuanced race related vocabulary.
- To contextualise racism within a structural framework.
- To develop understanding of the impacts of racism on people of colour and First Nations people.
- To develop critical thinking and understanding of context of racist stereotypes and tropes.
- To analyse the ways privilege and disadvantage exist within communities of colour.
- To generate and feel equipped to take actions that improve safety for people of colour and tackle racial injustice.

*"Accessible but deeply engaging discussion. You held the room with grace and humility and it felt like a comfortable space to take guesses. I haven't had such a frank discussion around race in a long time and didn't want it to end!"*

*- Women's Climate Justice Collective*

# ALLYSHIP IN YOUR WORKPLACE

## CREATING CHANGE TOGETHER

This workshop is an engaging and interactive session designed to take your staff and organisation to the next level. As a follow up to our *What Do You Know About Race & Racism* training, this workshop converts your newly developed understanding of race and racism into practical skills that can be applied to your specific workplace setting. This workshop uses a combination of group work, role play, and personal reflection to develop capacity for allyship, accountability and empowered change. The session is strength based, future oriented, and focused on skills and strategies, to turn the talk into action.

We also have a version of this workshop that approaches allyship through a more intersectional lens, for organisations that have been working on inclusivity beyond racial justice, too. The workshop runs for 3 hours (or 3.5 via zoom), for a maximum of 25 (and minimum of 15) participants per session. The training is most affective when participants are from all levels of your organisation, so that the tools can be contextualised and implemented throughout, and so every person can take responsibility for creating change.

### LEARNING OUTCOMES

- To reflect on privilege and how it can be leveraged for action and change.
- To develop understanding of allyship and what this looks like day to day.
- To analyse and explore common pitfalls of inclusion and allyship.
- To create a culture of personal and professional accountability around racism in your organisation.
- To explore what empowerment for people of colour looks like in your organisational and industry setting.
- To equip participants to respond to racism and discrimination within the organisation.

*"This session was really helpful as a business leader to help build a set of actions that we can take in order to progress on our anti-racism journey. Grateful that the way you structured the session allowed for that documentation!"*

*- Future Super*



# DECONSTRUCTING WHITENESS

This workshop is designed to create a safe and reflective space for white people to critique and examine whiteness within themselves and society more broadly. The session explores a range of ways that whiteness and privilege can pervade our psyches, sense of self, and attempts at allyship. This goes beyond a systemic unpacking of racism and racial justice to an analysis and reflection on whiteness. The What Do You Know About Race & Racism workshop is a pre-requisite for this training module.

The workshop runs for 3 hours (or 3.5 via zoom), is for a maximum of 25 participants per session. The workshop uses a mix of group work, facilitated discussion and personal reflection to achieve objectives. The sessions are run by people of colour who are trained facilitators and experts in their lived experiences.

## LEARNING OUTCOMES

- To understand, articulate and critique how whiteness shapes our societies, values and identities.
- To develop understanding of concepts such as: white fragility, white saviour complex, white guilt & tone policing.
- To explore the interconnected nature of systems of oppression and their connection to whiteness and colonialism.
- To develop understandings of the impacts of whiteness on people of colour.
- To develop critical analysis skills and ability to recognise whiteness in a range of forms.
- To create space for reflection on individuals' relationship to whiteness.
- To critique the ways whiteness informs our workplace structures.

*"Thank you so much. I love how interactive and reflective it was. This workshop helped me to question how whiteness works on so many levels - personal, interpersonal, institutional, systemic. And I love, but also struggled with, the effort to make it about reflection and not action - such a valuable experience."*

*-Participant from Thorne Harbour Health*

## POC POWER & RESILIENCE

This workshop is designed to create a safe space for people of colour at your organisation to share, reflect and develop capacities in a space without the impact of the white gaze. The session explores our strategies for coping and wellbeing under oppressive and racist systems and the diversity in these experiences. The session also explores our capacities for creating change, building our own power within our communities, and illuminate the strengths and skills that we have to enact our power as people of colour as individuals and within our communities.

The workshop runs for 3 hours (or 3.5 via zoom), is for a maximum of 15 participants per session. The workshop uses a mix of group work, facilitated discussion and personal reflection to achieve objectives. The sessions are run by people of colour who are trained facilitators and experts in their lived experiences.

### LEARNING OUTCOMES

- To build solidarity among people of colour on your team.
- To explore and validate the nuances and diversity in the ways people of colour experience and respond to racism.
- To reflect on individuals person wellbeing and build strategies to improve resilience and wellbeing.
- To explore the different ways people of colour can, and do enact their power to create change.
- To interrogate the ways whiteness and racism may be internalised and how to work through these experiences.
- To create a safe space for people of colour to reflect on their experiences, skills and strategies for responding to racism.

## REVIEWS

Such a great session. We delved into deep and emotional topics and the facilitation was excellent. Our team is still talking about it! Thank you for this powerful and brilliant session.

**-Oxfam**

I enjoyed all of it!! Presenter was so engaging and knowledgeable. Discussions were fantastic: hearing people's lived experiences and reflecting on my own behaviour. Topics were discussed with truth, sensitivity and passion.

**-Future Super**

Very understanding and digestible way to talk about race and racism. The session gave me a new way to look at things. Despite having experiences with racism myself, there were a lot of things that were new to me and that I have learned from.

**-Think Impact**

Incredibly informative. Didn't avoid tough conversations/sensitive topics. Facilitator was amazing, incredibly charismatic, and spoke on all topics with complexity and nuance.

**-Monash University**

I love how interactive and reflective it was. This workshop helped me to question how whiteness works on so many levels - personal, interpersonal, institutional, systemic. Such a valuable experience.

**-Thorne Harbour Health**

## ORGANISATIONS RUNNING OUR WORKSHOPS



# FAQ



## **Why is there a limit on the number of people who can attend a workshop?**

Our workshops are specifically designed to provide a safe environment for people to learn and unpack their understanding of racism and systemic oppression. The safety of the participants and our facilitators is of the utmost important to us. Part of ensuring that these discussions are facilitated safely, is limiting the number of participants so that the sessions are manageable. For this reason, the workshop's are capped at 25-30.

## **Is there a shortened version of your training available?**

Our training is timed to cover the learning objectives in a way that allows for deep and meaningful learning. While we can amend our anti-racism training to a shortened version, to explore some topics around racism and racial justice, it does not achieve the deep comprehensive learning or scope of our 3.5 hour sessions.

## **Is your training First Nations solidarity training?**

This training is not First Nations solidarity training, and we encourage organisations to do First Nations specific training before or along side our training programs. Our workshops have been developed with advice and paid consultation with First Nations people, however we recognise that our communities are not a monolith, and welcome feedback on our content. Whilst we are not a First Nations specific training, we recognise that issues of racial justice disproportionately impact First Nations people, and this inherently informs our discussions in our workshops.

## **Should First Nations people and people of colour be attending this training?**

We believe that people of colour benefit from developing our understanding and vocabulary in describing our experiences, and that we are all at different stages of our understanding of these experiences. We also recognise that there is vast diversity among people of colour, and that we also have responsibility to reflect on our positionality within the racist systems we are apart of. However, we also recognise the labour and energy that goes into unpacking these experiences, and therefore encourage that these sessions are optional for First Nations staff and volunteers.





## FAQ

### **Is there any pre-reading to do before the sessions?**

While there are many resources that we encourage you to explore, accessible via our resources page, pre-reading is not necessary for the workshops.

### **Is anti-semitism or Jewish experience spoken to in the workshops?**

As one of our co-founders and content creators is a Jewish person of colour, and as anti-semitism is a form of racism experienced by POC and white-passing people alike, some topics discussed in our workshops also relate to aspects of Jewish experience. However, similarly to East Asian identities, proximity to whiteness significantly impacts the scale and nature of racism experienced by Jewish people, and our workshops aim to centre those most impacted, particularly First Nations peoples, and is thus not a focus of our training. An excellent (albeit US centric) resource that explores anti-semitism and its nuances in contrast to other forms of racism can be found [here](#).

### **Can our staff of colour attend the Deconstructing Whiteness workshop?**

Our Deconstructing Whiteness workshop is designed for white participants. While people of colour can also internalise aspects of whiteness, we believe the process of interrogation of this looks very different than it does for white people. It is for this reason that we run this workshop especially for white participants, and host our POC Power & Resilience workshop for staff of colour. However, if your staff of colour particularly want to attend this training, we are happy to assess the suitability of this on a case by case basis.

### **Do you do unconscious bias training?**

We do not run unconscious bias training. We believe the best way for people to build their understanding of structural racism and oppression is to understand the issues and structures that create these oppressive conditions. Our workshops are designed to support participants to unpack their understanding of issues, deepen their self awareness and their understanding of racism and oppression. Our style of facilitation and workshop development help individuals develop tangible ways they can implement anti oppressive approaches in their personal lives and workplaces.