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1.0 A message from Steve Murrells

It's great to be celebrating Black History Month together this October. Along with the rest of the UK we're taking time to reflect on the diverse histories and achievements of Black people - and their extraordinary contributions to society, even in the face of long-standing challenges and injustices.

We've all got so much to learn, and this is a great moment to take focussed time to do just that. We've packed this month full of resources and events to help you along your way, and I'd encourage you to start a conversation in your teams.

As a Co-op we're taking a bold stand this year to get behind the Black Lives Matter movement and start to use our influence to make a change, both internally and externally. It's started with the launch of [Our Commitment to Racial Equality and Inclusion](#) which I hope you've seen by now.

This set of commitments, from right across the Co-op, are going to kick start a real shift in the way we lead and do business. The hard work starts now in delivering on them. But I'm confident that as we do so, we can make a profound difference in co-operating for a Fairer World.



Steve Murrells
CEO Co-operative Group



2.0 What will the month look and feel like?

We'll be running a series of online sessions and providing you with supporting resources. We'll focus on a different theme each week:

Week 1 We'll take a look at Black History and the influence this has on society today.

Week 2 Understanding today's culture and the issues and barriers Black people face today.

Week 3 Transition from knowledge into action - what can we all do to be pro-actively Anti-Racist.

Week 4 Celebration of black culture, highlighting internal role models at Co-op.



3.0 How am I role modelling inclusion?



Update your diversity data

To find out more about why this is important [click here.](#)

To update your details: Login to MyHR > My Details > Update personal information > Complete diversity monitoring questions



Attend a session

Attend sessions during the month and explore the resources available on MyLearning under 'endless inclusion'



Post and tag

Post your commitment to being more inclusive on Yammer, colleague Facebook or Twitter and tag at least 1 more colleague to get them to do the same.

4.0 Schedule of events

Some of the sessions have been designed to encourage group conversation and therefore have limited capacity to allow for this. For these sessions you'll need to register via the links on a first come first serve basis.

For other sessions we have plenty of spaces, so you just need to click on the blue box which says 'add to your calendar' and copy and paste the joining link (this will pop up in a new browser). Add the link to your calendar along with the meeting ID and password if required as a reminder to join on the day.

To make it simple we've **highlighted** the ones which you need to add to your calendar.

| Date | Time | Subject | Host | Supplier |
|----------|-----------------|--|------|------------------------|
| 06/10/20 | 10.30 - 11.30am | Black History A look back in time | Rise | Inclusive Employers |

Session We'll go back in time to: Understand how the British Empire has created systemic racism, learn about how colonisation and enslavement and find out how history still affects society today.

[Add to your calendar](#)

Meeting ID: 948 8794 2719 Passcode: 896093

| Date | Time | Subject | Host | Supplier |
|----------|---------------|-----------------------------------|------|----------|
| 08/10/20 | 6.30 - 8.30pm | Black History and Co-operation | Rise | Internal |

Session This event seeks to explore the synergy between Black communities and co-operation. We have speakers looking at the legacy and historical means of Black communities organising to get more control of their life opportunities and those of their families. With co-operative values of self-help, self-responsibility, democracy, equality, equity, solidarity, how can the co-operative movement make sure that Black lives do matter and the co-operative movement is inclusive and diverse?

[Register here](#)

| Date | Time | Subject | Host | Supplier |
|----------|-------------------|---|---------------------|------------------------|
| 12/10/20 | 10.30am - 12.00pm | Inclusion Circle - Black / Afro-Caribbean colleagues ONLY | Saleem Chowdhury | Inclusive Employers |

Session An inclusion circle is a place for people to come together to have an open discussion about a diversity and inclusion related topic. In this session we invite Black / Afro-Caribbean colleagues to come together in a safe space to discuss race, racism and racial micro-aggressions, and how the Co-op can become an anti-racist organisation for both customers and colleagues.

Please note there are only 20 places available on this session so signing up in advance is essential.

[Register here](#)

Registration needed numbers limited

4.0 Schedule of events

| Date | Time | Subject | Host | Supplier |
|----------|---------------|-------------------|--------------|---------------|
| 12/10/20 | 2.00 - 3.00pm | Power of language | Halyma Begum | Clear Company |

Session We know that language and terminology can often be a barrier, particularly when discussing race. Learn more about language and terminology, such as: white privilege, cultural appropriation, allyship, the importance of capitalising the B in Black and using the acronym BAME. By looking to understand terminology in a racial context, we can communicate in a more inclusive way.

[Add to your calendar](#)

Meeting ID: 826 2801 8091 Passcode: Assured237

| Date | Time | Subject | Host | Supplier |
|----------|----------------|-------------------------------|----------------|---------------------|
| 13/10/20 | 12.00 - 1.00pm | Understanding White Privilege | Steve Murrells | Inclusive Employers |

Session What does it actually mean to have white privilege? This session will delve into the impacts of privilege: Learn what we can do to change, and how to become a white ally and anti-racist.

[Add to your calendar](#)

Meeting ID: 997 3727 1809 Passcode: 504427

| Date | Time | Subject | Host | Supplier |
|----------|-----------------|---|----------------|---------------|
| 14/10/20 | 10.00 - 11.00am | The adverse impact of Covid-19 on Black communities | Helen Grantham | Clear Company |

Session BAME communities were the hardest hit from the virus with Black people being 4-5 x more likely to die from Covid-19. This session will explore how systemic racism in society and the health system has resulted in such tragic outcomes. It will help you understand the impact of Covid-19 on Black communities, equipping you to better support your colleagues throughout the pandemic.

[Add to your calendar](#)

Meeting ID: 864 4031 6733 Passcode: Assured237

| Date | Time | Subject | Host | Supplier |
|----------|-------------------|---|---------------|---------------|
| 19/10/20 | 11.00am - 12.00pm | Starting a conversation about race (managers) | Claire Camara | Clear Company |

Session Talking about race is like talking about anything difficult or complex: It requires, space, patience and empathy. This session will give managers the tools and resources to confidently have conversations about race, ask questions in a safe environment and explore their role as an inclusive manager.

[Add to your calendar](#)

Meeting ID: 881 2675 0266 Passcode: Assured237

