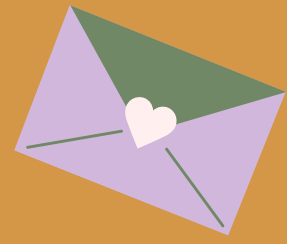


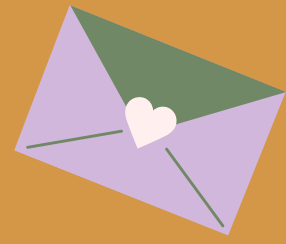
Reflection Booklet for Managers



Here's a list of compassionate discussion questions managers can use with their team members based on the content from Days 1-5. These questions are designed to foster openness, empathy, and meaningful reflection:



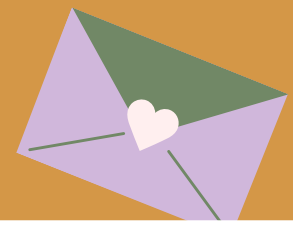
Day 1 Understanding Trauma from a Psychological Perspective



1. What does the concept of trauma mean to you? How might it show up in our daily interactions without us realising?
2. How do you think understanding trauma can help us connect better as a team?
3. Have you noticed situations at work where you or another person might have been triggered by a difficult experience?
How can we create a safe space for them?
4. How might acknowledging trauma improve our workplace environment and relationships?



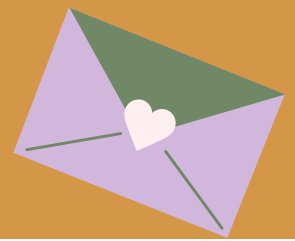
Day 2 Understanding Racial Trauma



1. How does understanding racial trauma deepen our awareness of the challenges some team members face?
2. What are the ways that systemic inequalities or historical legacies might impact how someone experiences the workplace today? For example, Consider the impact of a lack of representation in leadership roles. How might this reinforce feelings of exclusion or being undervalued for someone from a marginalised community?
3. How can we, as a team, ensure we acknowledge and validate experiences of racial trauma without minimising or dismissing them? Reflect on a scenario where someone shares their experience of microaggressions, and others dismiss it as oversensitivity. How can we instead create a culture of listening and validation?



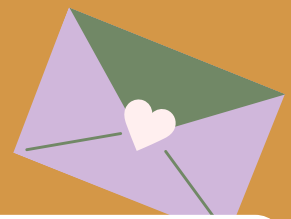
Day 3 Racial Trauma at Work



1. How can we identify and address microaggressions in our workplace?
2. What role do biases play in our interactions and decisions at work? How can we become more aware of them?
3. How can we balance being open to feedback about our own biases while avoiding defensiveness? for example, Imagine being told your behaviour unintentionally excluded someone. What strategies can we use to pause, reflect, and respond with humility rather than defensiveness?
4. What practical steps can we take to create a workplace where everyone feels valued and included?
5. How can we hold each other accountable for addressing bias in a constructive and compassionate way? for example, For example, how can a team member gently call out another's unintentional microaggression without creating conflict, and how can the group support this process?



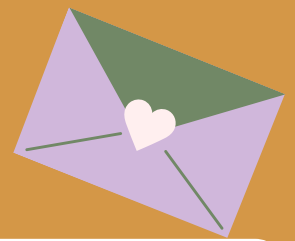
Day 4 Self-Care for Victims of Racial Trauma



1. How can we, as a workplace, better support individuals who are impacted by racism or discrimination?
2. What role does self-care play in helping us maintain our well-being while addressing workplace challenges?
3. What safe spaces can we create or improve to ensure everyone feels heard, validated, and supported?
4. How can we encourage team members to prioritise their well-being without feeling guilty or unsupported?
5. What practices or resources can we introduce to help everyone, especially those affected by trauma, feel more grounded and secure?



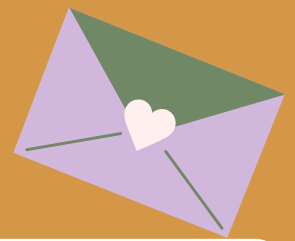
Day 5 Allyship in Action



1. What does being an ally mean to you? How can allyship show up in your daily actions at work?
2. Have there been moments where you witnessed bias or discrimination? How did you respond, and what might you do differently now?
3. What makes having open conversations about bias and inclusion challenging, and how can we overcome those barriers as a team? Consider fears of “saying the wrong thing” or “offending someone.” How can we create an environment where honest mistakes lead to learning rather than criticism? What are some intentional steps we can take to amplify the voices of marginalised colleagues?
4. How can we balance compassion for others with self-compassion as we navigate uncomfortable truths about our own biases? Reflect on how being kind to yourself while learning and unlearning behaviours can make you a more effective and resilient ally.



Closing Reflection Questions for All Days



1. What is one key takeaway from this week that has shifted your perspective? Reflect on a specific insight or moment during the week that opened your eyes to a new way of thinking or acting.
2. How can we turn what we've learned into actionable change within our team or organisation?
3. What support do you need to feel confident addressing bias, microaggressions, or trauma in the workplace? Consider resources, training, or mentorship that might help build your confidence.
4. What commitments can we make as a team to ensure we continue this work beyond Racial Equality Week?

