

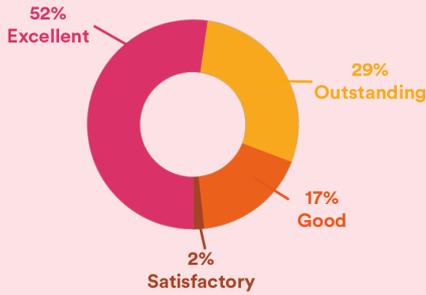
Courageous Conversations

2024-2025

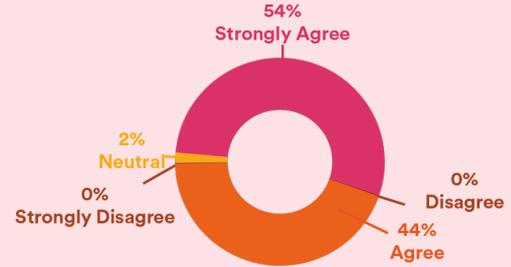
Courageous Conversations is an innovative program designed to equip staff with the skills to constructively address microaggressions commonly encountered from external professionals and service users.

Co-designed by colleagues, the course evolved into a highly effective, tailored workshop featuring facilitated discussions, practical toolkits, real-life scenarios and shared lived experiences. Below is an overview of participant feedback from 2024 - 2025.

How would you rate the course?



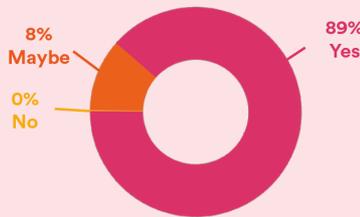
I feel I will be able to apply what I have learned



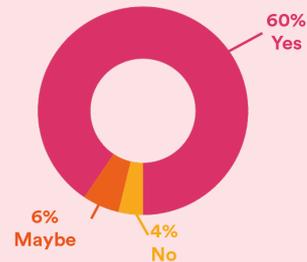
What is your main takeaway from this course?

- How to handle microaggressions with practical examples, the importance of doing small things to advocate for people in the moment or shortly after.
- Micro aggressions can be so small, and that we have to challenge our own biases.
- To be more proactive in my approach to advocating for SUs when I hear people use microaggressions.
- Call in v.s call out
- Regardless of the situation we find ourselves in, we are responsible for a culture of inclusion which challenges discriminatory behaviour or microaggressions. Being an upstander.
- Being able to speak openly and honestly and having time to discuss issues arising at work and how to support and challenge these.

Do you feel better equipped to gently challenge microaggressions and provide support when you see someone being excluded?



Have you learnt new Allyship tools and techniques that you can utilise when you see someone being excluded?



Overall feedback

- Thank you so much amazing facilitators, kind, calm, very knowledgeable and professional. Thank you Karina, Mayuree and Victoria.
- One of the best training sessions I have done with Solace.
- Practical tips for how to provide feedback, challenging discriminatory behaviour will be very useful in personal and professional life.
- It was a really well ordered day of information and was a lovely day of tips, respect and discussion. Thank you!
- Learning how to challenge microaggressions, but also grow from it.
- It challenged my unconscious bias, raised my awareness around cultural issues and reminded me how different people can experience situations in many different ways.