We stated with talking about the language – how do we describe the cohort of people for whom we are seeking equity through BOOST!? There were a number of options, which were added to

• Ethnically diverse colleagues

• Ethnic minority or minoritized ethnic colleagues

• Non- white ethnic heritage colleagues

• Diverse heritage colleagues

• Global majority colleagues

• Minoritised Ethnic Heritage

• Multi ethnic colleagues

• Under Represented Groups

• Under Represented Ethnic Groups

We heard from colleagues that some were not acceptable, particularly the ‘non white’ descriptor as this was not inclusive and also alienated those from white minorised ethnic groups. We also heard from Riverside who had recently undertaken the same exercise within their organisation.

In the end the vote went with Ethnically Diverse Colleagues (36%). A close second was Under Represented Ethnic Colleagues (32%). Also receiving votes were Ethnic Minority Colleagues (24%) and Minoritized Ethnic Colleagues (24%)

The room agreed to adopt Ethnically Diverse Colleagues, but to keep this under review during the project and regularly check in that this was still the most appropriate descriptor. We also agreed that where possible we should embed this into GMHP and to our organisations.

The next discussion was around the name of our group. The title Movement of Allies had been the brainchild of the Management group but we wanted to check in to make sure it was OK. There had been some challenge from the Change Champions around the thought of allyship. David got up and explored whether it was the right term for our group using a quadrant (well he is from L&Q!). The top and bottom axes (y axes) were ‘Individual’ and ‘Collective’ and the right and left (x axes) were ‘Voluntary’ and ‘Mandatory’. He felt allyship was very much an individual decision and actions were voluntary in nature, thereby being in the top left quadrant. Our movement however is a collective one and, once you have signed up to it, mandatory in nature. It therefore belonged int eh bottom right quadrant.

We all agreed ‘movement’ worked as it suggested a purposeful change of position. It is further defined as a group of people with a clear set of aims and ambitions. It also gave a feeling of momentum so we explored Movement of Change, Movement for Action and Movement of Changers, which I have to say I quite like! On the day Movement of Change won, so you will see the update in your diaries soon! Although you might also see ‘rs’ added, as in today’s e-mail!

We then had a fantastic presentation from Sharon Amuso, which covered Manchester’s rich heritage of challenge and courage.

She noted Mancunians passion for fairness and equality by highlighting the role of Manchester as the birthplace of the Trade Union movement, the Suffragette movement and the Co-operative movement. She inspired us with the story of the Mancunian mill workers, who supported Abraham Lincoln in his blockage of the Confederate states as he strove to abolish slavery. This despite the fact that it caused their own starvation and destitution. https://ilovemanchester.com/why-manchester-abraham-lincoln-statue-square

Sharon shared an equation with us; Courageous Listening + Courageous Speaking + Courageous Actions = Positive Legacy.

She urged us to Be Intentional and lean into hard truths. She posed a question (which we will pick up in the November session) of defining What we want our legacy to be!

Jullia then talked to us about how we practically build a courageous and resilient movement. She acknowledged that

• Outcomes from the project will be varied and uneven across the different organisations taking part.

 Psychological safety is an issue when raising concerns and while we do want people to be courageous, we don’t want them to be reckless. Effective challenge does mean understanding risk and being mindful of context, timing and audience.

• The people in the room can be the source of encouragement, support and wise counsel and it is important for us all to pay a part in giving and receiving it

• These matters are tough and many of us and our organisations have, and will, continue to make mistakes. We must remember we are all learning and sometimes the most effective learning is making the mistake. We must be willing to forgive. We must be kind to ourselves.

• We will have difficult and demanding times, but we must also have fun – no one wants to be part of something that ins dull!

Julia also looked at what gets in the way of learning and the journey many white people go through in understand and accepting issues around race, including distance, defensiveness and denial. Finally she shared the work BOOST! has done already to try and create safety and resilience.

She left us with thoughts about

• Solidarity – us being together and sharing a common goal

• Tolerating being uncomfortable

• Being courageous but not reckless

• Not getting burnt out by the scale and effort of change

• This is a long game with some short term quick wins

We all shared our thoughts on safety and resilience around the table.

Finally we played Impact Bingo, where everyone in the room had to find the organisations responsible for the actions on the Bingo card.