

# FAQs

**How many facilitators run the sessions?**

**2.**

**What is the run time of each session?**

**Approximately 2.5 hours.**

**How far apart are the sessions scheduled?**

**We recommend 1–3 weeks between each stage.**

**Is this training only for organisations, or can individuals book as well?**

**This training is designed for organisations or groups with established working relationships. Individual bookings aren't available.**

**Occasionally, organisations may collaborate with another organisation they know well to meet the minimum participant requirements. If you're considering this, please inform us as soon as possible to discuss further before booking.**

**How many people can attend the training?**

**Each course accommodates 5 to 15 participants. If you have more participants, you may book multiple courses.**

**How far in advance should we book?**

**We require at least one month's notice for any booking and accept bookings up to 12 months in advance.**

**Can the sessions be done online?**

**Yes, we offer sessions both virtually and in-person. While we encourage in-person attendance for deeper engagement, we understand this may not always be possible.**

**You can also choose a mix of virtual and in-person sessions within the same course.**

### **Can we book a single stage? What if someone misses a stage?**

**Each stage is designed to build on the previous one, so they work best as a complete course. Therefore, individual stages cannot be booked separately. If a participant misses a stage, they'll still receive the learning resource for that stage, which will help them catch up. However, we liken missing a stage to missing an act in a play—it's not ideal.**

### **What do 'Classified' and 'Racialised' mean, and why are there separate Stage 2 sessions?**

**Stage 2 focuses on The Impact of Racism. To ensure safety and comfort, we approach this differently for racialised and non-racialised participants.**

- **Classified refers to those whom society identifies as "White".**
- **Racialised refers to those typically identified as non-White, which may include but is not limited to Black Caribbean, Black African, South Asian, East Asian, Middle Eastern, or Latine heritage, whether fully or of mixed heritage.**

**If you're unsure which Stage 2 session to attend, see the guidance below.**

**How do I know which Stage 2 session to attend?**

**If you're unsure, consider these questions:**

- **Do I feel people treat me differently because of my skin colour?**
- **Do I feel people treat me differently because of my accent?**
- **Do I feel uncomfortable sharing my cultural traditions in the workplace?**
- **Is it visually apparent that my heritage is not native to the UK?**
- **Would the heritage of either of my biological parents be considered 'not white'?**

**If you answer "yes" to two or more of these questions, the Racialised session may be a better fit for you.**

**However, this is not a clear-cut boundary, and therefore this remains a self-selection process.**

**What if we don't have enough participants to split our group for Stage 2?**

**We require a minimum of three participants in each Classified and Racialised group to hold separate Stage 2 sessions. If you have fewer than three participants in either group, please inform us when you enquire as we do have solutions for this.**

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**Is there anything else we'll receive to continue our learning outside of the sessions?**

**Yes.**

**Before each Stage, participants are sent a learning resource which gives an idea of what will be covered in the session, and contains further resources to support exploration of the topics covered in the Stage between sessions and beyond. You'll also receive a tailored handout at the very end which will contain specific learnings from your sessions. This document aims to aid your ongoing anti-racism journey, but also hold your organisation accountable.**

**What is the cost of your training?**

**This training is an investment in both the people and the culture of your organisation, offering long-term rewards through enhanced knowledge and expertise that will benefit your team and goals well into the future. We encourage you to consider the lasting impact this commitment can have.**

**You should have been sent an initial quote within the same email that you received this Information Pack. However if that hasn't happened please do click the link to our enquiry form on the next page which once completed will mean a tailored quote is sent to you. Or if you have already done this, please email us at [directly at training@talawa.com](mailto:directly@training@talawa.com).**

**ENQUIRY FORM**

**When you make an enquiry using the link above, you will be sent an initial quote and a more detailed Information Pack about the training.**