

Reflections on Facilitating 'Active Bystander training' delivered from the Lens of Racism



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Introduction



Objective: Reflect on experiences delivering Active Bystander from the Lens of Racism.

Context: Delivered to workplace audiences including paediatricians, doctors, consultant and HR team.

Aim: Encourage proactive responses to racism and discrimination.

Active Bystander



Our Active Bystander training allows you to build a culture of respect and accountability. By empowering individuals to take action when they witness harmful behaviour, you can grow personal accountability and pragmatism, and equip colleagues with the insights and literacy they need to challenge racism in all forms. This workshop covers: - How to recognise different types of harmful behaviour - How to understand the barriers to intervention - Effective intervention strategies you can use - Mokita's bespoke framework for becoming an Active Bystander - An in-depth understanding of microaggressions and looking at the antidotes to them Available as a 3hrs session, Active Bystander Training empowers your team members to spread the awareness and skills needed to intervene to ensure we are developing an inclusive culture here at Sirona



Active Bystander Train The Trainer

Purpose of the Training



Goal: Equip participants with tools to intervene safely and effectively when witnessing racism.

Scope: Focused on racism because it requires a specific learning lens.

Objectives: Recognize racism, build confidence in calling in/out, foster allyship.



What Happened



I attended a 3 day train the trainer workshop with other colleagues (clinical and non clinical)

I then delivered the training to a group of colleagues and was observed by the trainer and received positive feedback & Sign-off

I then delivered the training to a cohort of Dr's who requested the training



Paediatric Dr's Training

Initial Reactions from Participants

Common responses: 'We're not racist.' / 'Why not LGBTQ or everyone?'

Reflection: Reactions show discomfort and defensiveness.

Learning: Importance of emotional safety and clear framing.



Managing Defensiveness



Strategies: Start with shared values, normalize discomfort, emphasize behaviors not labels.

Invite curiosity over judgment.

Reflection: Balancing empathy with firmness.



Scope and Misunderstandings



Challenge: Requests to expand to all bias topics.

Response: Clarify the focus on racial dynamics and intersectionality.

Reflection: Staying in scope ensures meaningful impact.



Logistical Challenges



Issue: Difficulty obtaining protected time from managers.

Impact: Balancing facilitation with workload.

Reflection: Highlights need for organizational support.



Key Takeaways



Discussions about racism are challenging but essential.

Facilitators must create safety, clarity, and compassion.

Anti-racism work requires reflection, courage, and persistence.



Closing Reflection



“Being an active bystander is not about being perfect — it’s about being present, brave, and committed to doing better.”

