

SUCCESS STORIES

PATH was a really great networking opportunity as I got to meet people not only from different Council Services but different organisations who were also taking part in the programme. It was inspiring to hear from people from all these different backgrounds, and we always had really different and interesting guest speakers who shared their stories of barriers that they had faced on their path to success. The group activities got everyone together and introduced some friendly competition which was fun and motivated everyone. For any work I produced, like the essay and the presentation, I was given honest and constructive feedback which was a good support, and helped build my confidence. I do feel like I gained a lot of skills that I can use in my current job role, however it hasn't necessarily supported my career development as I haven't been given the opportunity to utilise all of my new skills in management and leadership.

Shazia Irfan- Assistant Development Officer

Really good programme, interesting course. Came up at the right time for me as I was just starting a new role and it gave me a lot of skills and the confidence to help me in this new role. It was good to meet people from other organisations and hear about their experience of the programme and learn about their different ways of working. They gave loads of useful tips and advice. I'm still actually getting emails from the programme co-ordinators about networking events so it's good that they keep in touch and still provide me with useful info

Anonymous

I accidentally ended up on the PATH programme but it was the best thing that could have happened for me. I am someone who has experienced bullying and discrimination, I have faced barriers in my career despite my background and qualifications. The programme expands our capacity to communicate with each other, lets you discover your common grounds with people as well as barriers. As BME, we are advocating for equal rights of all human beings, not exclusively BME citizens. I gained negotiating tools, learned about myself and how to create a dialogue with people. It can be difficult but it helps you come to terms with and put away any fear and anxiety you may hold from these difficult situations and people. PATH inspired me to try again, to aspire to show the skills I have and to use them to help others. I'm glad I did. Now I'm now involved on national projects, boards of public bodies, recently I became the chair of a national Equality Group and contributed to Scottish Government equality action plans. We can use the PATH programme to promote and advocate positive change and lives, showing our skills and the real contribution we can make in creating an open and active community for all

Nazim Hamid Team Manager Information & Data Protection

I have never considered myself as having suffered from discrimination and as such hadn't considered joining PATH as I just assumed it was for people to learn how to cope with racism. However, my manager encouraged me to apply as he had heard the PATH course involved good training and he didn't want me to miss out on a good opportunity. PATH brought into focus less discussed issues, such as passive discrimination and unconscious bias, which helped change my perception. I met so many highly qualified and intelligent people, inspirational folk all with their own stories, who had been held back in their lives, or had held themselves back due to their racial, religious or cultural background. We also got to learn non race related things like psychological tools, through which I now feel that I am a more capable and rounded person in any situation.

Balal Pervaiz Trainee Solicitor

PATH gave everyone a safe space to start an open and honest dialogue about our experiences. We also learned new skills and techniques to enhance communication and gain confidence to use in our jobs. I have worked for the Council for many years and I applied to the programme primarily because it was independent and not run by the Council, therefore attendants were from multiple organisations (volunteer groups, charities and also from different departments across the council) and backgrounds. Gillian who facilitates and delivers the training is absolutely crucial in how it is received and its success. The physical environment for the learning was centrally located and of a high standard – this was important. Although I do believe the course itself is great and provides some really worthwhile learning, I think it's important to recognise that it's one part of a bigger solution to the problem. Not everyone who goes on this course will have had the same experience as me with regard to support from their immediate line manager. Similarly, there is a real lack of engagement from across senior management before and after the course. Advertising GCC's commitment to allow employees to apply for the course is welcomed. However, the lack of open engagement from the senior management team about the value of promoting equality and diversity and the impact of learning needs to be acknowledged by them and genuinely encouraged. To really affect change we need to improve what happens next, what we do with the learning from the course, encourage staff to effectively practice their informed learning to promote equality and support the effective change to organisational behaviours/attitudes.

Anonymous

Really interesting programme and was inspiring to hear from people who came from BME groups and were in high ranking job roles. Learned lots of practical skills for applying for jobs, presenting in interviews etc. learned a lot about networking and collaborating with other people and how important this is for progression, how to build confidence and had lots of interesting psychology based learning. Would definitely recommend it to other BME people thinking about applying

Jimmy Cheng Project Officer

I was uncertain about joining the programme as I didn't want it to be an "us vs. them" culture and I didn't really know why I needed another qualification when I already had plenty of those, but I really enjoyed the programme as I got to meet and network with lots of new people. PATH gave me the confidence to present information to people, to challenge myself and put myself across well to bosses and put myself forward for new challenges/projects I hadn't done before. I've now put myself forward for management training.

Anonymous

