



Human Rights Day – Activities for Staff

July 2024

Summary

Member request for ideas for ideas for awareness training activities to support Human Rights Day.

Pins Brown shared an example from Natura &Co. They took part in a staff letter writing activity for Amnesty International, who run an annual Write for Rights Campaign for which you can get kits https://www.amnesty.org.uk/write-rights-2023-get-started?_gl=1*6mgu3*_up*MQ..&gclid=CjwKCAjw1920BhA3EiwAJT3lScrpbuoyawRpVSaezZlpGSCvNClpYZbZILv7oK98qorJ_fNtc2GfiBoCZysQAvD_BwE and do either online or hard copy.

Process

You write letters either to or on behalf of human rights defenders, majority in prison for a range of alleged wrongdoing. People are always writing in their personal capacity, make that ultra clear. Not about taking a political stand on difficult issues, about recognising we can all do something and just dedicating the time to it. N&Co had staff volunteer time, which also gets logged for B-Corp points, so we encouraged people to do that and log it in HR systems.

- Get agreement around activity with relevant colleagues including internal comms, Human Resources, - link with any goals of theirs (eg volunteering, team building etc)
- start advertising it online, in Town Halls, stick posters on doors, send a save the date across whole business
- work with any diversity groups, directly and via HR, to ensure we engage on how that links to human rights, fighting racism, sexism, ableism, discrimination, migrant rights etc
- ran morning, lunchtime and tea-time sessions in person, with snacks, 1 hr slots at 8.30, 12.30 and 3.30 ish or drop in ad hoc
- get leadership buy in and have them either intro one of the sessions or attend. Our CEO dropped in at lunchtime.
- all staff invited, encouraged people who wouldn't usually engage
- group activity around tables

- room left set up for whole day so people could drop in when wanted - I worked from the room for the whole day so I could answer questions
- had resources on tables about company human rights policy and practice (we had an internal infographic that we printed and shared), chance to ask questions informally of relevant team members

Impacts

- engaged people on human rights well beyond anything supply chain
- people came out with their individual stories of things that had happened to them in their lives or of family members
- drew people our team had never met before
- opportunity to talk about human rights policies and practices in the business
- built understanding of what we were doing as a business (whether people joined or not), turned into a 'lunch and mutual learn'.

All people in the pic below are doing the exercise, at each of the tables.



Resources

Download the document [Write for Rights Amnesty International](#)