

Equality, Diversity & Inclusion Awareness

What can you do to help create a
sense of belonging

Question

Think back to a time when you
felt different!

How did it make you feel?

How did it affect the way you acted?

What helped?



ED&I

Equality

Equality is about creating a fairer society where everyone can participate and has the same opportunity to fulfil their potential. Equality is backed by legislation designed to address unfair discrimination based on membership of a particular group

Diversity

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organisations with whom they work and interact

Inclusion

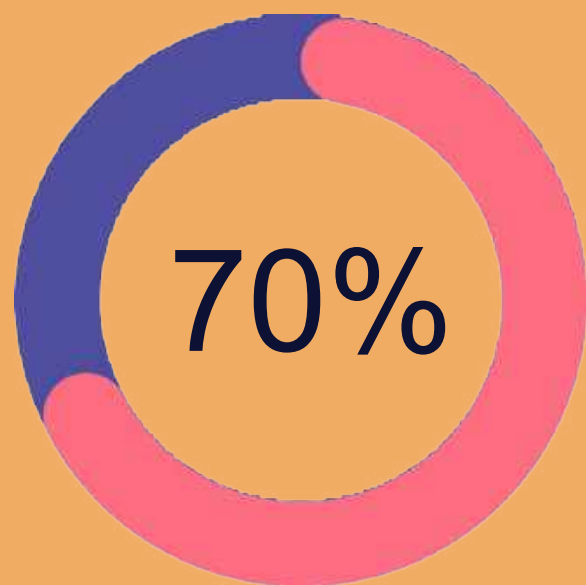
Inclusion is the complete acceptance and integration of **all**, regardless of their diversity or background this proactively leads to a sense of belonging, engagement, progression and full participation within the organisation.



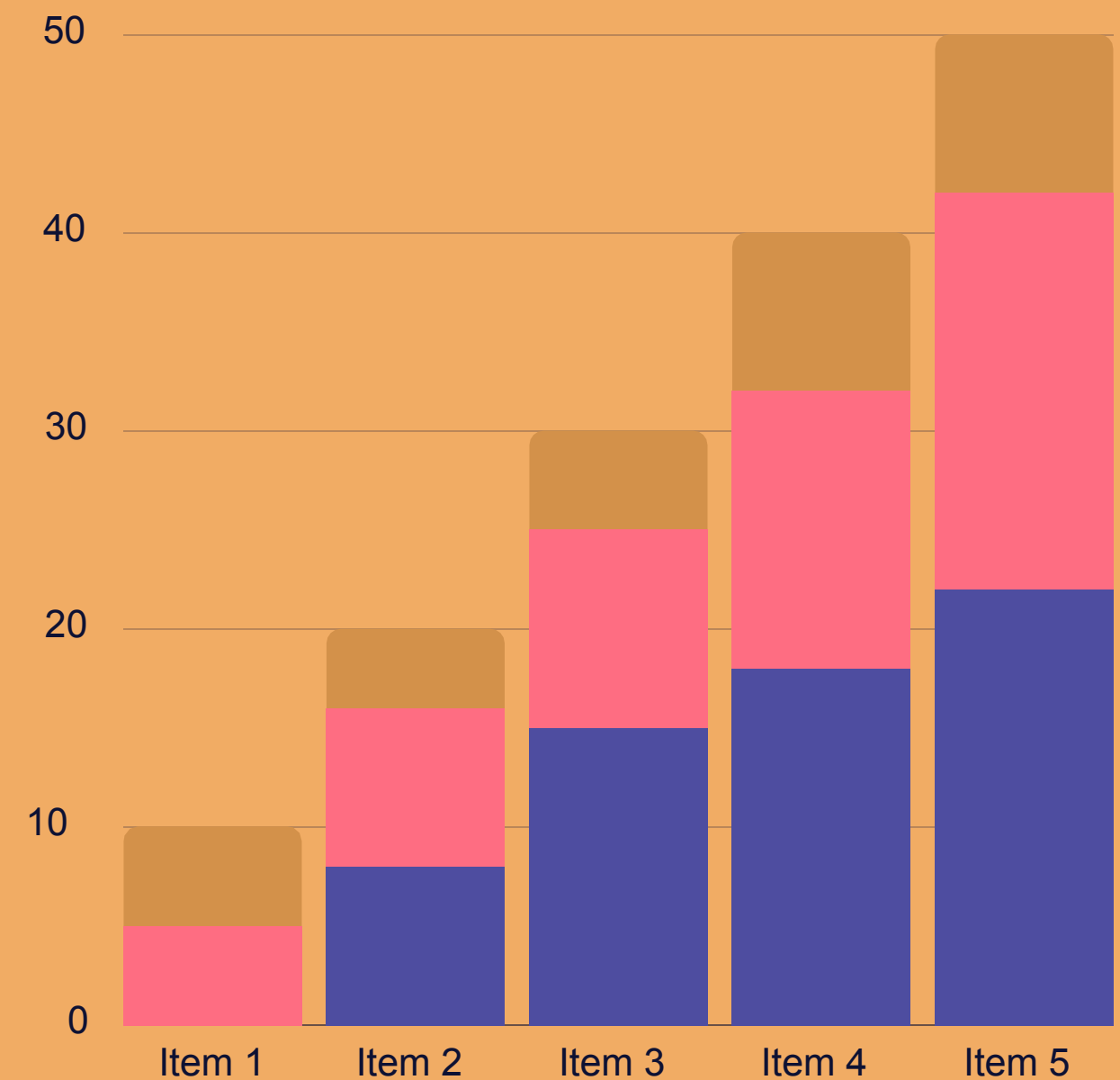
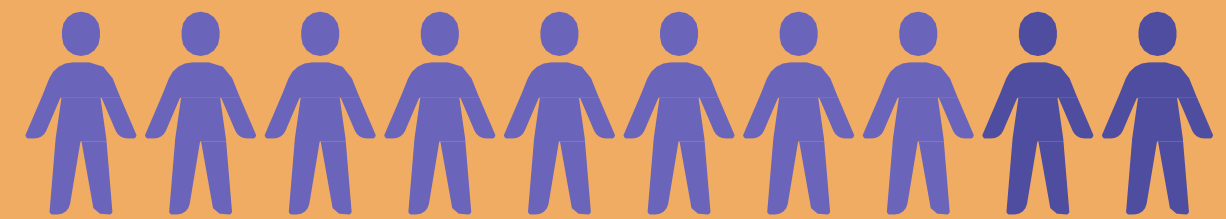
Results

70% professionals say their employer actively talks about ED&I

Only 57% think discussion is backed by action!



Statistics provided by Hays ED&I Report 2021





DON'T JUST TALK ED&I...

How do we achieve real change?

Principle

—V—

Rule

Awareness

My Responsibility

"Self-awareness is the ability to recognize your feelings, differentiate between them, know why you are feeling these things, and recognize the impact your feelings have on others around you"



Awareness

Yourself

Recognise a need for self-awareness

How you see yourself

Your Self Talk

Support Yourself

Others

Group Think

How you impact others

Understanding of others

Relationship management

Environment

Cultural

Physical

Emotional



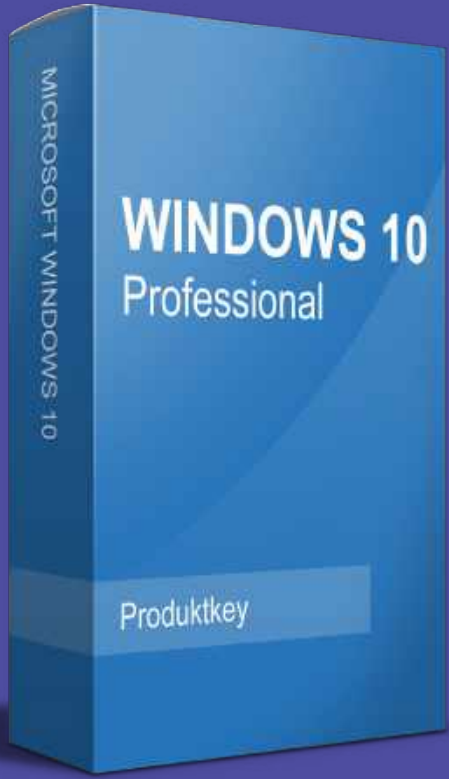
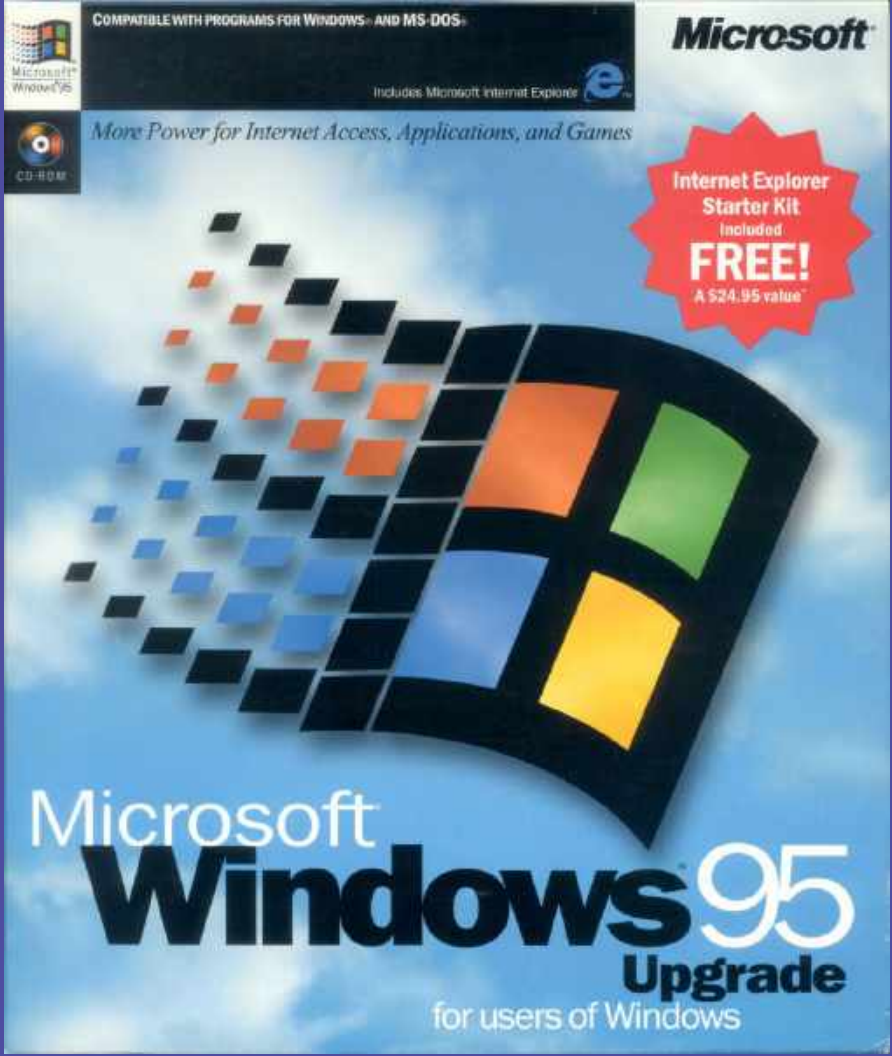
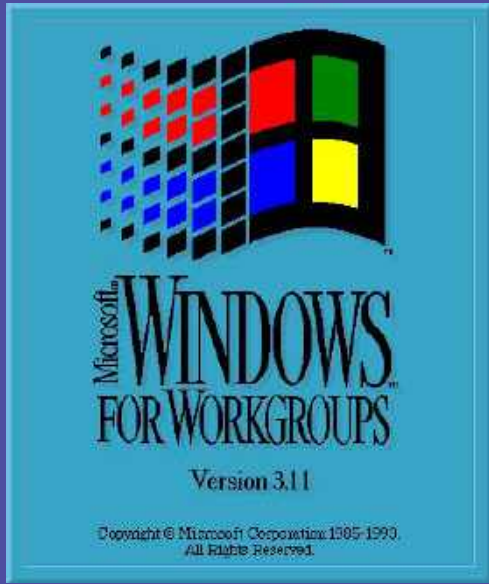
Remember



No Problem People,
Just Problematic
Behaviours...

Where does behaviour come from?

Being taught is good news!



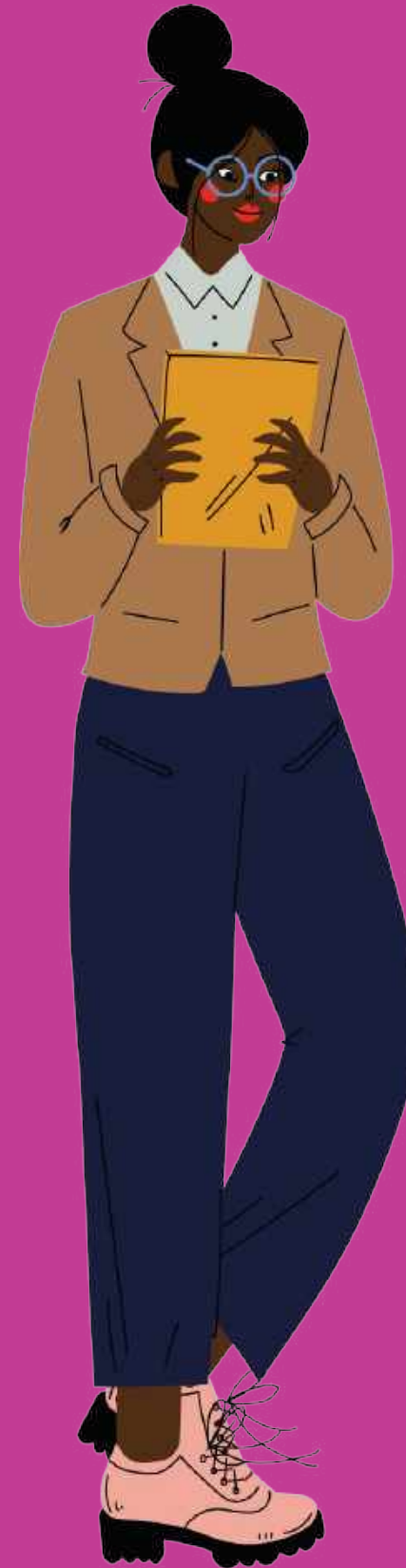


What do we have to be on guard against?

What traits can cause problematic behaviour within ourselves?

Problematic traits within us...

Corrective action is needed!



Bias

Prejudice

Stereotyping

Presumption

Lack of Empathy





What is Bias?

People are naturally biased, even when we intend to be fair, we can struggle to remain impartial.

Our brains naturally use bias to subconsciously pursue our goals.

Helpful mental shortcuts, allowing us to process information faster through prediction.

Thus, we instinctively place people into categories:

Skin Colour, Weight, Age, Gender, Accent, Education, Sexuality or Statue

The Problem...

The same process for bias that is helpful in life can also affect our behaviors in undesirable ways...

Includes when a person...

- Thinks better of someone because they believe they are alike
- Thinks less of someone because they are different to them (race, age, religion)

Decisions influenced by false beliefs or assumptions!



Ways to Combat Unconscious Bias

Awareness

Accept it exists and question assumptions



Slow Down

Don't make your mind up too quickly



Find Out

Factual basis for decision making!

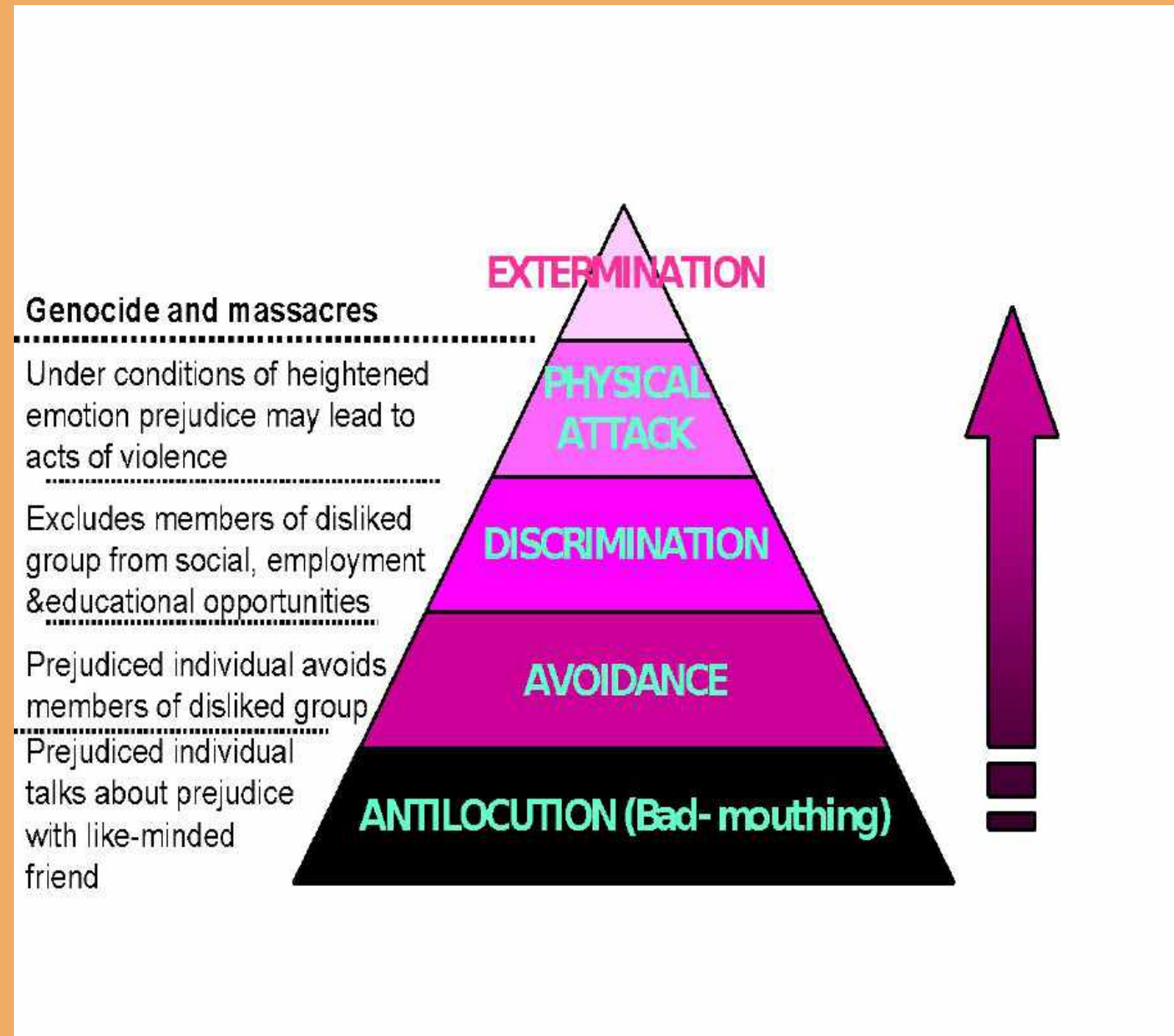
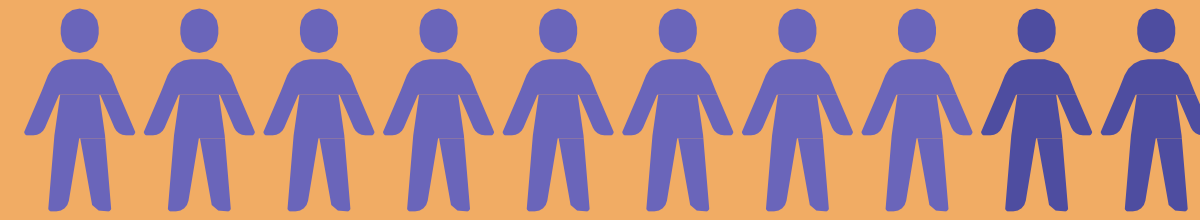




What is Prejudice?

Prejudice is an unjustified or incorrect attitude (usually negative) towards an individual based solely on the individual's membership of a social group.

Allport's Scale of Prejudice



Personal Strategies to Reduce Prejudice

Face Reality

Acknowledge the experience, talk openly about the problem!



Make meaning out of experiences

Find meaning, grow, learn, change!



Control what you can

Think how you can structure your interactions!



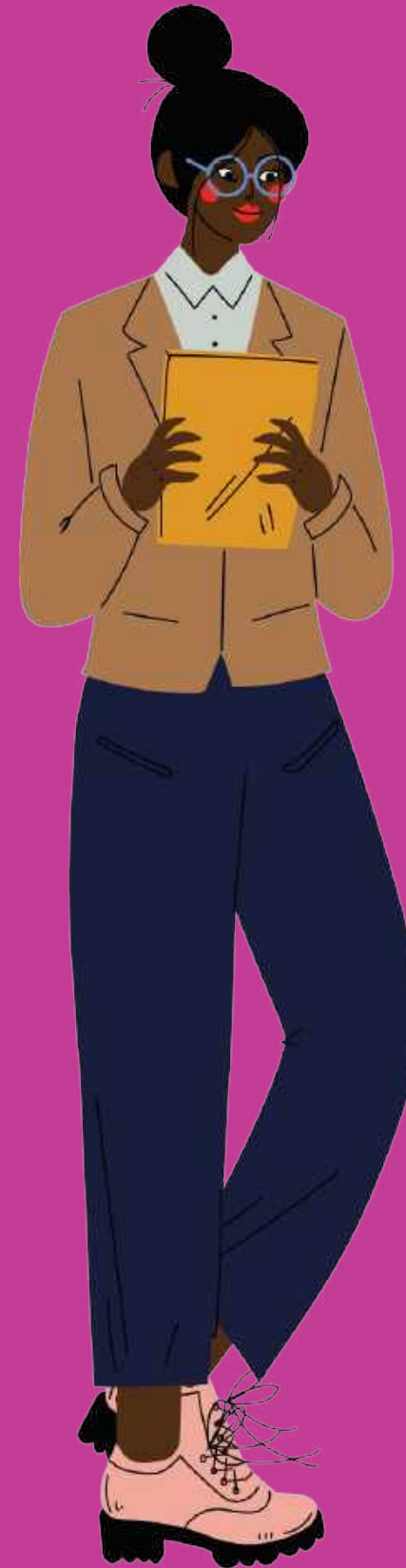


What is Stereotyping?

A **stereotype** is a mistaken idea or belief many people have about a thing or group that is based upon how they look on the outside, which may be untrue or only partly true.

Stereotyping people is a type of prejudice because what is on the outside is a small part of who a person is.

Where does it happen?



At a social level – within individuals; within families; within groups; between groups; in public places; in social language and discourse

At a cultural level – in arts and literature; in the media; in advertising; in cultural language and discourse;

At a political level – in government policies and administration; in political language and discourse; and

At an institutional level – in the culture, policies and administration of organisations.



Advantages & Disadvantages

Pro's

One advantage of a stereotype is that it enables us to respond rapidly to situations because we may have had a similar experience before.

Con's

One disadvantage is that it makes us ignore differences between individuals; therefore we think things about people that might not be true (i.e. make generalisations)



Challenging Stereotypes

Raising Awareness

How it happens and its negative impact



Promoting Communication

Promoting and using images and language that more accurately reflects groups and individuals

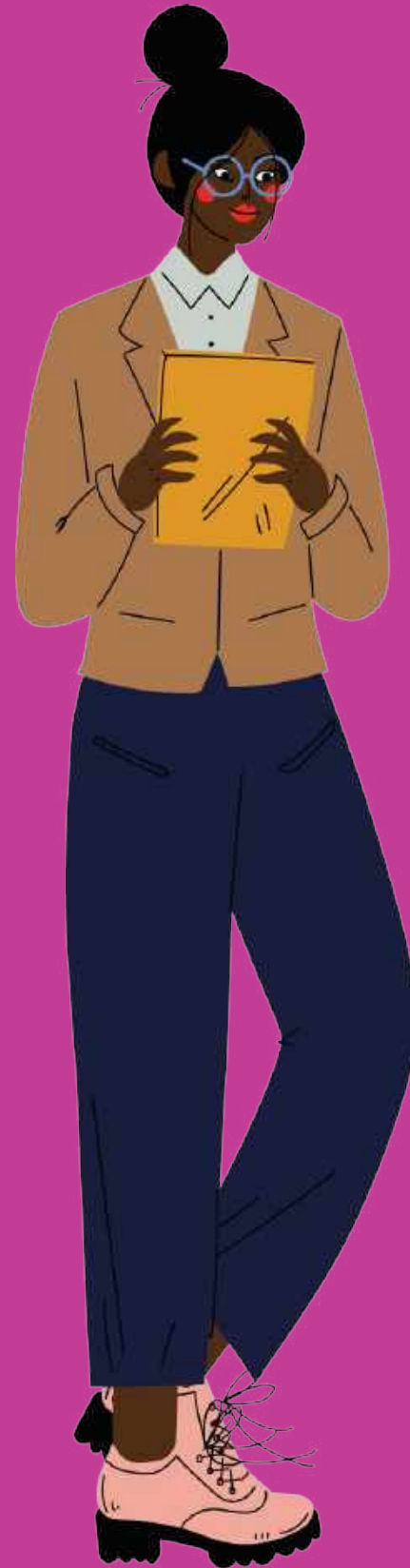


Good practice

Help establish good acceptable policies and practices in your community, social group & workplace



Play your part in fighting discrimination



Discrimination is defined as less favourable treatment. A person is said to be discriminated against if they are treated less favourably than another is, has been or would be treated in a comparable situation.

Direct – give
an example!

In-Direct – Give
an example!



Nine Grounds – Protected Characteristics

1. Gender
2. Marital status
3. Civil status
4. Sexual orientation
5. Religious beliefs
6. Age
7. Disability
8. Race
9. Travelling community





Be the change
The Golden Rule

Individual responsibility

Get to know people

Don't just let things go...

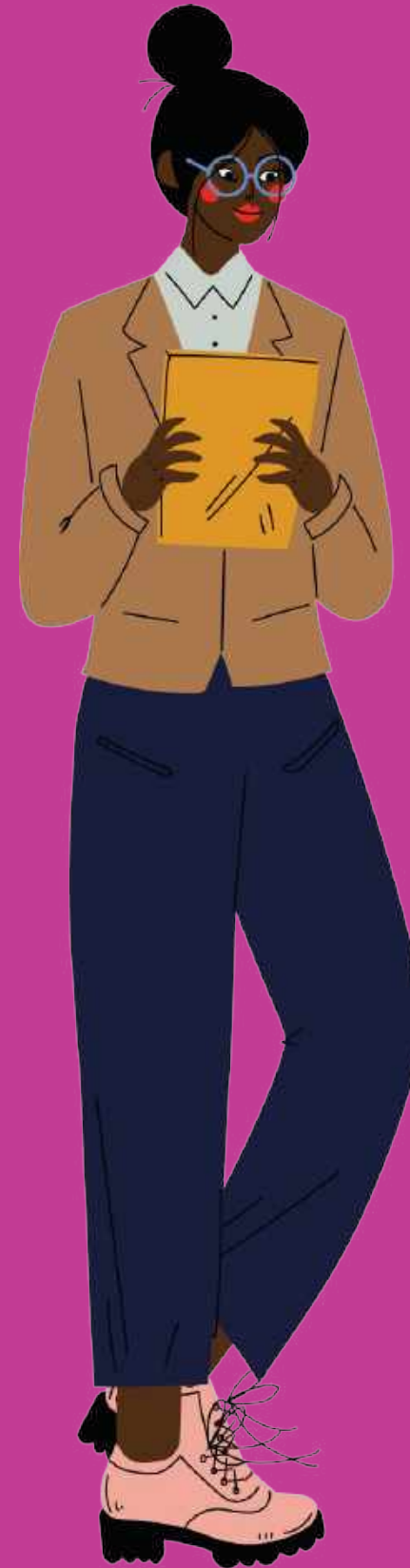
Manage our mental process

Embrace change

Be open minded



Your Action Plan



What are three things you learned today?

What are two things you are going to do with this learning?

What is one thing you are going to do tomorrow?

