

DIVERSITY ARTS NETWORK
**DIVERSITY AND INCLUSION
TRAINING 2020**

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INTRODUCTIONS

- NAME
- ORGANISATION
- WHY AM I HERE
- WHAT WOULD I LIKE TO GET FROM THIS SESSION

CONTEXT

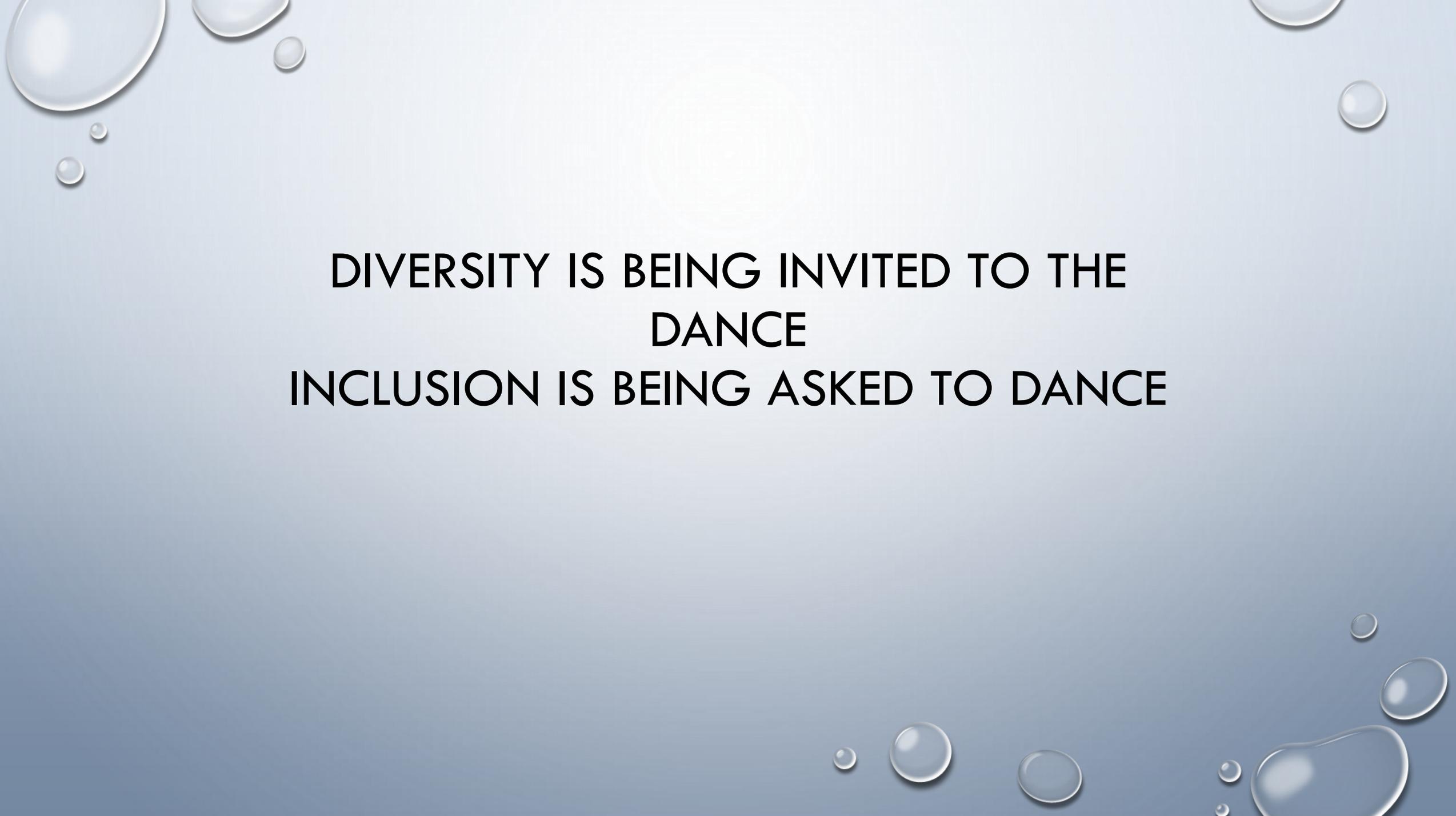
- AIM TO HAVE AN ONGOING DIALOGUE ABOUT EMBEDDING EQUALITY, DIVERSITY AND INCLUSION INTO OUR ORGANISATIONS AT ALL LEVELS. THIS SESSION IS THE BEGINNING OF PROCESS

AIM OF SESSION

- TO UNDERSTAND AND EXPLORE:
- HOW BIAS – CONSCIOUS AND UNCONSCIOUS AFFECTS DECISION MAKING AND HOW THIS CAN RESULT IN DISCRIMINATION
- UNDERSTAND RACE, RACISM AND BEING ANTI-RACIST
- START TO DEVELOP ACTIONS TO TAKE A PROACTIVE APPROACH TO RACE EQUALITY AND DIVERSITY

EQUALITY

- EQUALITY OF OPPORTUNITY
- LEVEL PLAYING FIELD
- FAIRNESS IN POLICIES AND PROCEDURES

The image features a light blue gradient background with several realistic water droplets of various sizes scattered in the corners. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text is centered in the middle of the frame.

**DIVERSITY IS BEING INVITED TO THE
DANCE
INCLUSION IS BEING ASKED TO DANCE**

INCLUSION

- FEEL INCLUDED WHEN TREATED 'EQUITABLY AND WITH RESPECT'
- PARTICIPATION WITHOUT FAVORITISM – REQUIRES ATTENTION TO NONDISCRIMINATION AND BASIC COURTESY
- 'FEELING VALUED AND BELONGING' UNIQUE AND AUTHENTIC SELF VALUED – SENSE OF CONNECTEDNESS
- FEELING 'SAFE' TO SPEAK UP WITHOUT FEAR, EMBARRASSMENT, OR RETALIATION

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

CONSCIOUS AND UNCONSCIOUS BIAS

- WHAT IS UNCONSCIOUS BIAS?
- WHAT IS CONSCIOUS BIAS?
- WHY DO WE NEED TO CONSIDER BOTH ASPECTS?

UNCONSCIOUS / IMPLICIT BIAS

- 'UNCONSCIOUS BIAS' REFERS TO BIAS WE ARE UNAWARE OF AND WHICH HAPPENS AUTOMATICALLY
- IT'S TRIGGERED BY OUR BRAIN MAKING QUICK JUDGMENTS AND ASSESSMENTS OF PEOPLE AND SITUATIONS, INFLUENCED BY OUR BACKGROUND, CULTURAL ENVIRONMENT AND PERSONAL EXPERIENCES
- 'IMPLICIT BIAS' REFERS TO ATTITUDES OR STEREOTYPES THAT AFFECT OUR UNDERSTANDING, ACTIONS, AND DECISIONS IN AN UNCONSCIOUS MANNER

DERREN BROWN VIDEO

<https://www.youtube.com/watch?v=jOU2K9LulZw>

BIAS IN MEDIA

- YOUTUBE VIDEO OF AKALA TALKING ABOUT HOW BIAS INFLUENCES THE WAY KNIFE CRIME BY YOUNG BLACK YOUTH IS PERCEIVED AND AFFECTS POLICY MAKING
- [HTTPS://YOUTU.BE/QVS78MLAXAQ](https://youtu.be/QVS78MLAXAQ)

5 MAJOR BIASES

- **AFFINITY BIAS** – LOVE TO BE SURROUNDED BY PEOPLE LIKE US
- **CONFIRMATION BIAS** – OBJECTIVELY CONFIRMING DECISIONS AFTER ALREADY HAVING DECIDED – LOOKING FOR EXAMPLES OF ACTIONS TO CONFIRM WHAT WE ALREADY BELIEVE
- **SAFETY BIAS** – BRAIN HARDWIRED TO PAY MORE ATTENTION TO THREATS THAN OPPORTUNITIES – SEE PEOPLE WHO ARE DIFFERENT TO US AS A THREAT
- **CONFORMITY BIAS** – GROUP THINK, NEEDING TO CONFORM TO MAJORITY
- **BENEVOLENCE BIAS** – EITHER CONSCIOUSLY OR UNCONSCIOUSLY ‘PROTECTING’ PERCEIVED VULNERABLE INDIVIDUAL AND TAKE DECISIONS ON THEIR BEHALF

OTHER TERMS

- RACE AND RACISM
- DISCRIMINATION
- ANTI DISCRIMINATION

GENETIC BASE

- RACE IS A FALSE CLASSIFICATION OF PEOPLE THAT IS NOT BASED ON ANY REAL OR ACCURATE BIOLOGICAL OR SCIENTIFIC TRUTH. IN OTHER WORDS, THE DISTINCTION WE MAKE BETWEEN RACES, HAS NOTHING TO DO WITH SCIENTIFIC TRUTH.

EQUALITY ACT - DISCRIMINATION

- THE EQUALITY ACT 2010 SAYS YOU MUST NOT BE DISCRIMINATED AGAINST BECAUSE OF YOUR RACE.
- IN THE EQUALITY ACT, RACE CAN MEAN YOUR COLOUR, OR YOUR NATIONALITY (INCLUDING YOUR CITIZENSHIP). IT CAN ALSO MEAN YOUR ETHNIC OR NATIONAL ORIGINS, WHICH MAY NOT BE THE SAME AS YOUR CURRENT NATIONALITY. FOR EXAMPLE, YOU MAY HAVE CHINESE NATIONAL ORIGINS AND BE LIVING IN BRITAIN WITH A BRITISH PASSPORT.
- RACE ALSO COVERS ETHNIC AND RACIAL GROUPS. THIS MEANS A GROUP OF PEOPLE WHO ALL SHARE THE SAME PROTECTED CHARACTERISTIC OF ETHNICITY OR RACE.
- A RACIAL GROUP CAN BE MADE UP OF TWO OR MORE DISTINCT RACIAL GROUPS, FOR EXAMPLE BLACK BRITONS, BRITISH ASIANS, BRITISH SIKHS, BRITISH JEWS, ROMANY GYPSIES AND IRISH TRAVELLERS.
- YOU MAY BE DISCRIMINATED AGAINST BECAUSE OF ONE OR MORE ASPECTS OF YOUR RACE, FOR EXAMPLE PEOPLE BORN IN BRITAIN TO JAMAICAN PARENTS COULD BE DISCRIMINATED AGAINST BECAUSE THEY ARE BRITISH CITIZENS, OR BECAUSE OF THEIR JAMAICAN NATIONAL ORIGINS.

MOVING FROM AWARENESS TO ACTION



TAKING ACTION

- DEVELOPING ACTIONS
- WHAT NEEDS TO HAPPEN TO DO THIS?
- GAIN UNDERSTANDING, EDUCATION AWARENESS
- ANALISE HOW UNCONSCIOUS AND CONSCIOUS BIAS PLAYS OUT IN YOUR ORGANIZATION
- SYSTEMIC RACISM – PERSONAL RACISM – MAY BE UNCONSCIOUS
- PRIORITISE AND IDENTIFY CHANGES

EXPLORING UB IN ORGANISATIONS

- WHERE IN YOUR ORGANISATION COULD THESE BIASES BE PLAYING OUT? AND WHAT ACTION COULD BE TAKEN TO MITIGATE AGAINST BIAS?
- PEOPLE (USERS, CLIENTS, RECRUITMENT ETC)
- WHAT PEOPLE SEE – BUILDINGS, MATERIALS, MARKETING MATERIALS, PRESS RELEASES, PRODUCTIONS ETC
- GOVERNANCE AND LEADERSHIP
- PROCESSES AND PROBLEM SOLVING

NEXT STEPS

- CONSIDER YOUR LEARNING TODAY
- IDENTIFY WHAT ELSE YOU NEED TO MOVE FROM AWARENESS TO ACTION
- ANALISE WHERE YOU ARE AT AS AN ORGANIZATION
- START TO IDENTIFY ACTION
- ATTEND NEXT PHASE WORKSHOP – DEVELOPING AN ACTION PLAN

CONCLUDE

- A MOMENT OF REFLECTION
- ONE THING YOU WILL TAKE FROM THIS SESSION