



navca
local focus national voice

Creating A Culture of Inclusion Sector Webinar

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Mentimeter

Why do you think it is important to drive Diversity and Inclusion for your organisation?

thinking
improve
serve
part
need
environment
equal
best
understanding
people
included
access
view
services
diverse
work
perspectives
female
valued
important
reflect
ensure
needs
live
feel
communities
world
organisation
excluded
skills
different
benefit
understand
diversity
society
represent
culture
thing
stronger
whole
service
feels
yes
support
makes
better
right
belong

Have you ever felt excluded and why?

work room different university
class women enough club groups
beliefs religious felt due person
white woman culture older look knowledge
language brain members sector gender
young child
working female
background
dominated poor
often accent male
family feeling boys parent disability
seen local age parent single certain
understand made



The context of Equity, Diversity & Inclusion

Discussion Groups:

- What does equity mean to you?
- What does diversity mean to you?
- What does inclusion mean to you?

What do we mean when we talk about Equity?

treatment
needed
chances
enable different
others
power point
starting differences
feel
difference
treating
fair
outcome
based
start
putting
fair
equity
shared
resources
treating
getting
included
chance
providing
opportunity
removing
needs
chances
enable different
others
power point
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feel
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fair
equity
shared
resources
treating
getting
included
chance
providing
opportunity
removing
needs
treatment
terms
need
share
equity
shared
resources
treating
getting
included
chance
providing
opportunity
removing
needs
treated
equally
individual
levels
needed
treatment
terms
need
share
equity
shared
resources
treating
getting
included
chance
providing
opportunity
removing
needs
treated
equally
individual
levels
needed

What do we mean when we talk about Inclusion?



people

everyone

enabling

actively

allow

feels

views

systemic

one

space

open

equally

opportunities

environment

including

left

barriers

creating

diversity

chance

sure

behind

opportunity

feel

involved

activities

ensuring

making

part

contribute

difference

valued

different

access

everyone's

safe

leaving

able

welcoming

anyone

removing

voice

range

backgrounds

enable

welcome

included

need

What do we mean when we talk about Diversity?

today's every beliefs
reality inclusion respecting regardless others
range experiences rich representation valuing
humanity society full mix people
makes accepting perspectives celebrating
learning celebration cultures difference everyone
opinions backgrounds experience world
recognising invited together valued embracing
understanding value spectrum working
single representative diverse unique etc
uniqueness recognized



Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

There is no equality of opportunity if difference is not recognised and valued.



Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.

In simple terms, diversity is the mix; inclusion is getting the mix to work well together.

Inclusion is engaging differences to create a culture of belonging in which people are valued and respected for the improvement of our organisations.

"Inclusion" refers to the degree to which diverse individuals are able to participate fully in the decision-making processes





In this first image, it is assumed that everyone benefits from the same support. They are being treated **equally**.



Individuals are given different support to make it possible for them to have equal access to the view. They are being treated **equitably**.

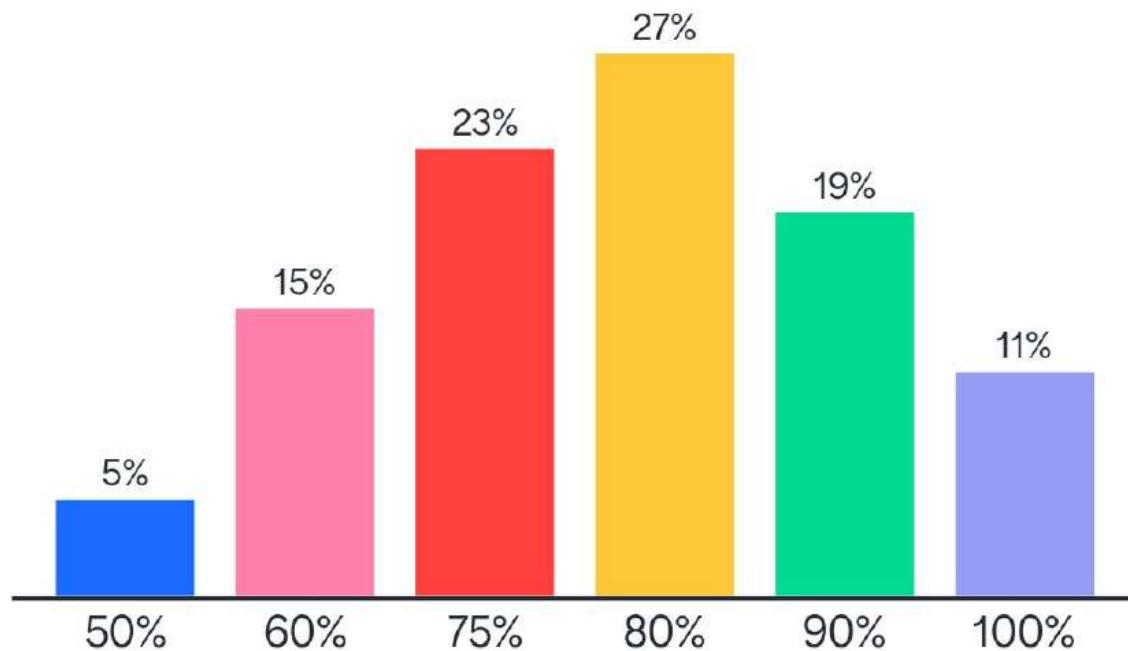


All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been **removed**.

Deloitte Insights | deloitte.com/insights

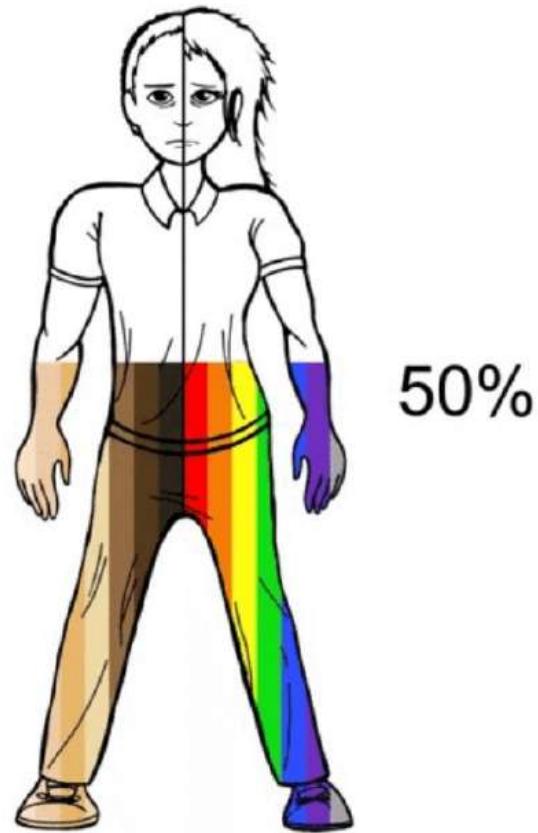
Equity is about giving people what they need, in order to make things fair. "Equity" involves the promotion of justice, impartiality and fairness within the systems procedures, processes and distribution of resources by organisations

How much of your Authentic Self do you bring to work?



Why are you not able to be your authentic self in your organisation

A word cloud visualization of survey responses. The most prominent words are 'confidence' (large, red), 'judgement' (large, red), 'self' (large, red), and 'life' (large, red). Other significant words include 'professional' (large, red), 'fear' (large, red), 'others' (large, red), 'wanting' (large, red), 'neurodivergent' (large, blue), 'contract' (large, blue), 'colleagues' (large, red), 'management' (large, blue), 'culture' (large, red), 'fit' (large, red), 'obstacle' (large, blue), 'vulnerability' (large, blue), 'short' (large, blue), 'protecting' (large, blue), 'limiting' (large, blue), 'situational' (large, blue), 'negatively' (large, red), 'gossip' (large, blue), 'thoughts' (large, blue), 'judged' (large, red), 'feeling' (large, red), 'always' (large, red), 'looking' (large, red), 'management' (large, blue), 'culture' (large, red), 'fit' (large, red), 'obstacle' (large, blue), 'vulnerability' (large, blue), 'short' (large, blue), 'protecting' (large, blue), 'limiting' (large, blue), 'situational' (large, blue), 'negatively' (large, red), 'gossip' (large, blue), 'thoughts' (large, blue), 'judged' (large, red), 'feeling' (large, red), 'always' (large, red), 'looking' (large, red).



Being Human

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Maximizing our potential



Diversity of Creativity
Diversity of Thought
Diversity of Innovation
Diversity of Experience
Diversity of Ability

Diverse and Inclusive Organisations

- HR – Diverse Recruitment, Inclusive Retention and Inclusive Progression
- Marketing – Reaching Diverse audiences internal and External
- Finance – Budgets – Challenge spend
- IT – Inclusive/Adaptive equipment
- Sales – New Diverse markets
- Operations – New ideas, products and Services
- Procurement – Diverse supporter
- SLT – Role Model Inclusive Behaviours and accountability
- Health & Safety – Health and Well being.

Monitoring, Measuring and Managing



Good Diversity Practice: The Five Levels

Level 5: Best Practice

Demonstrating current best practices in D&I; exemplary for other organisations globally

Level 4: Progressive

Implementing D&I systemically; showing improved results and outcomes

Level 3: Proactive

A clear awareness of the value of D&I; starting to implement D&I systemically

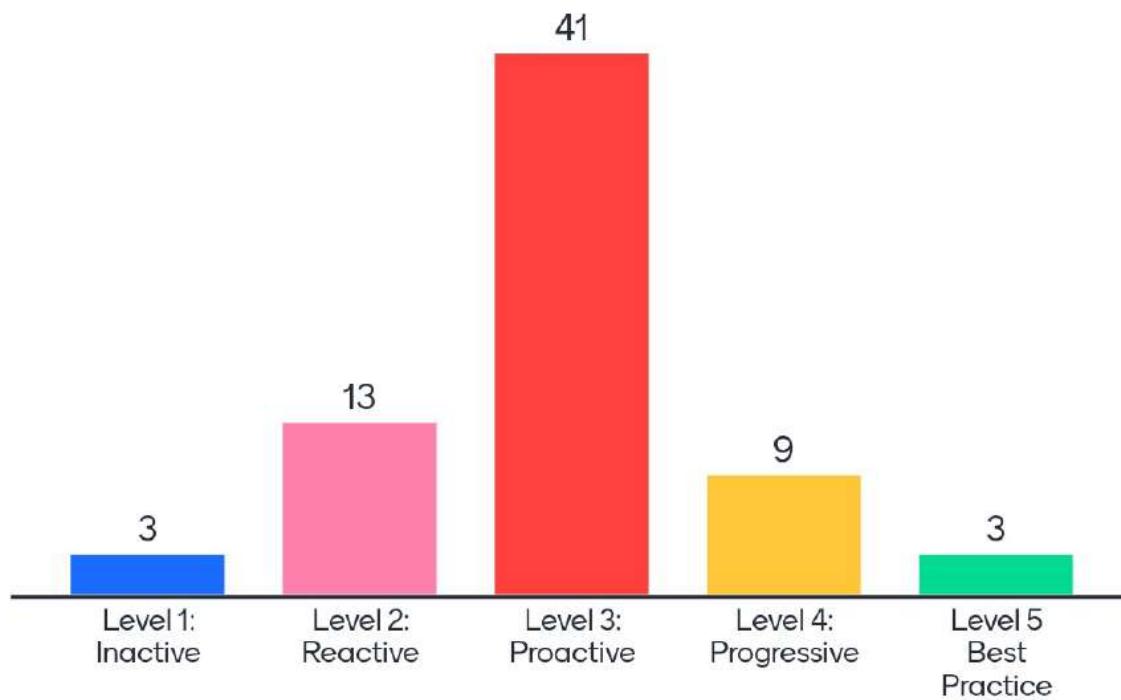
Level 2: Reactive

A compliance mindset; actions are taken primarily to comply with relevant laws and social pressures

Level 1: Inactive

No D&I work has begun; diversity and a culture of inclusion are not organisational goals.

Where do you think your organisation is on the good D&I practice scale?



What can YOU do to drive inclusion in your organisation?



A word cloud centered around the word "work". The word "work" is in a large, bold, red font. Surrounding it are various other words in different colors (blue, red, green, yellow, orange) representing different actions and concepts related to inclusion in the workplace. The words include: questions, experience, change, open, educate, exclusion, authentic, raise, keeping, awareness, recognise, behaviour, others, support, honest, people, aware, learnt, asking, ask, today, self, speak, talk, lead, challenge, example, feel, conversation, empower, bring, set, agenda, benefits, mentor, different, training, everything, inclusive.

What can the LEADERSHIP TEAM do to drive inclusion in your organisation?

Barriers to Inclusion

- Organisational Culture
 - Explicit/Hidden/Shadow Cultures
- Psychological Safety
- Institutional/Structural/Systemic Discrimination
 - Racism – Sexism – Ableism - Heterosexist (homophobia), Ageism, classism
- Unconscious bias – Conscious Inclusion
- Micro-aggressions



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“None of us are white...”

Unconscious Bias

“Unconscious biases are our **unintentional people preferences....**”

What is Unconscious Bias?

“Unconscious bias” is an automatic decision making process. We categorise people into “in-groups” and “out-groups”, not only on visual similarities but on factors such as accent, schools, religion. We make more effort for those in our in-group, whom we view as individuals, than for members of an out-group, who we usually regard as “all the same”.

Micro Inequalities

Small actions and decisions that on their own may seem slight - but build on other decisions - that can create the appearance of a prejudiced environment

Tip: We can coach ourselves to guard against these.





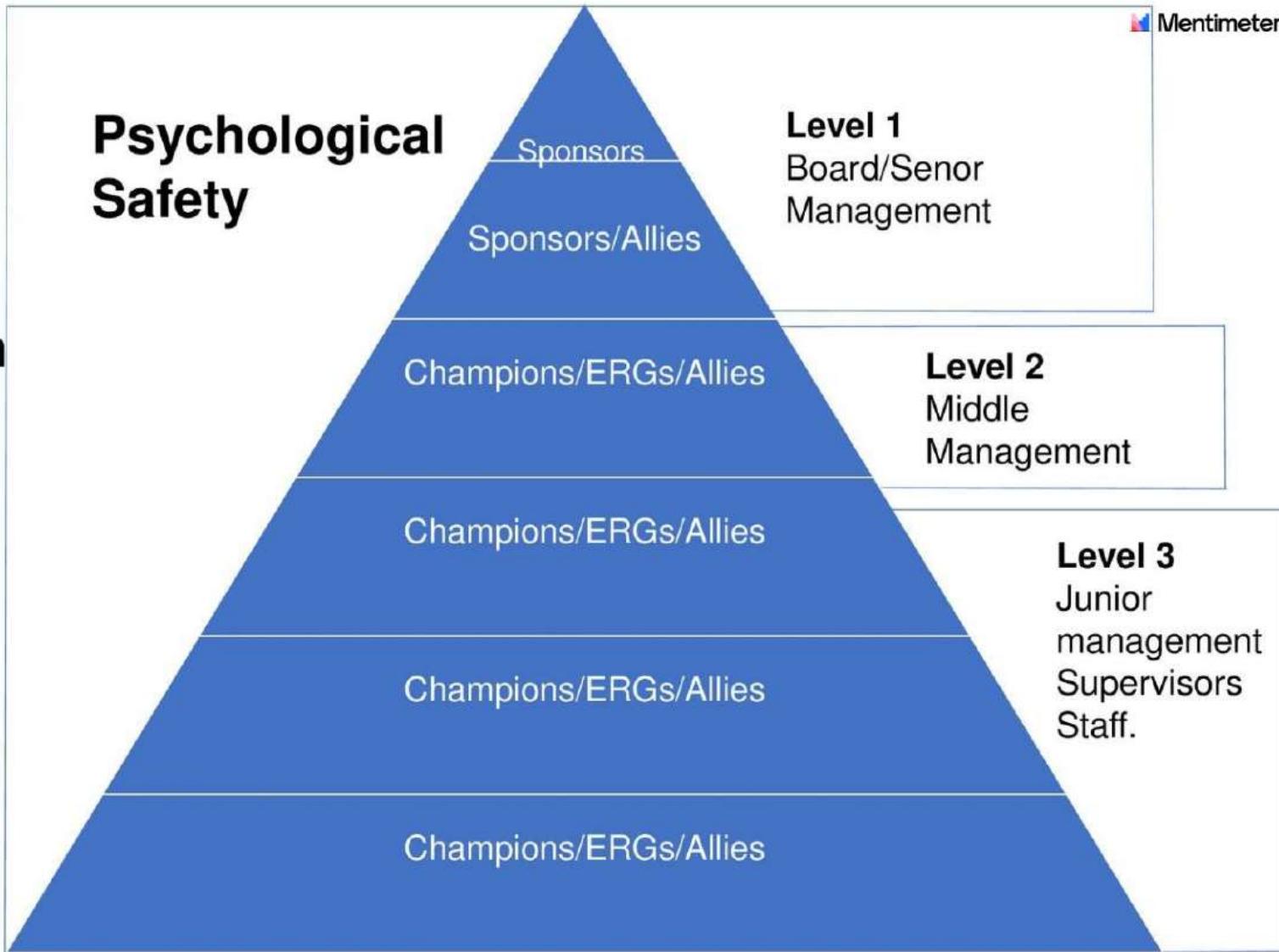
A woman with long dark hair, wearing a dark blazer, is smiling and holding a white rectangular sign. The sign has a thin black border and contains a quote in a black, cursive font. The quote reads: "Diversity ignites creativity, problem solving and innovation." The background is a plain, light color.

Diversity ignites creativity,
problem solving and innovation.

Creating an Inclusive Ecosystem

Psychological Safety

Mentimeter



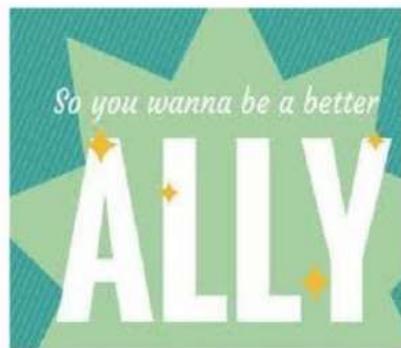
So what can we do?

Reflect: Which of your actions would you change?

Educate: Take the knowledge you have gained, build on it and continue the conversation.

Confront: microaggressions and become an **Ally!**

An Ally is...



A person who actively **promotes** and aspires to advance **inclusion** through intentional, positive and **conscious efforts** that **benefit people** as a whole.

Allyship is:

- A process of **building relationships** based on trust, consistency, and accountability with marginalised individuals and/or groups of people.
- **Not self-defined** - efforts must be recognised by those you are seeking to ally with.
- An **opportunity to grow and learn** about ourselves, whilst building confidence in others.



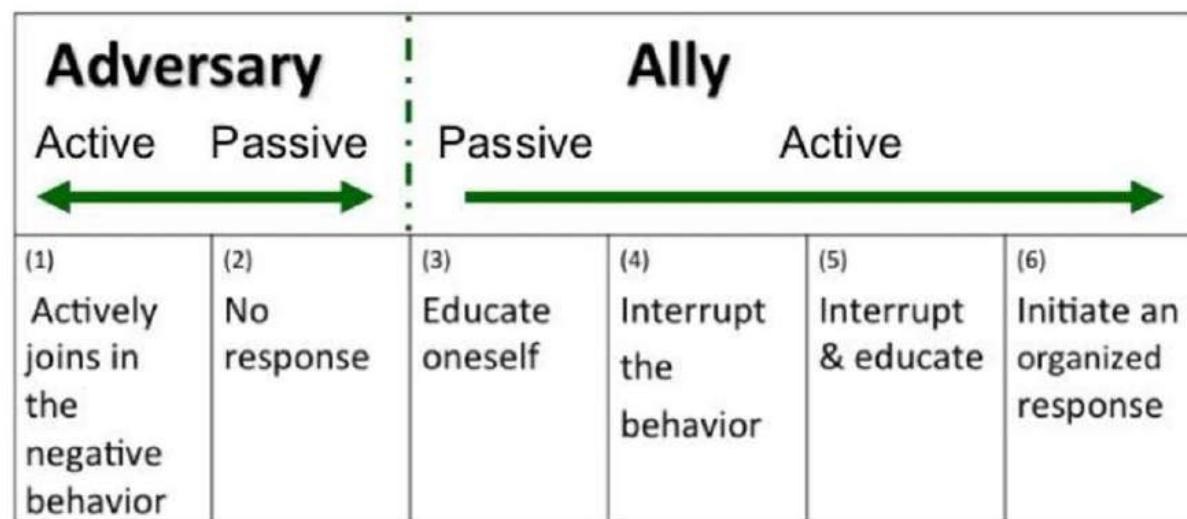
To be an Ally is to:

- Take on the struggle as your own/lift others up by advocating.
- Stand up for others, even when you feel scared.
- Transfer the benefits of your privilege to those who lack it.
- Acknowledge that even though you feel pain, the conversation is not about you.
- Be willing to own your mistakes and de-centre yourself.
- Understand that your education is up to you and no one else.



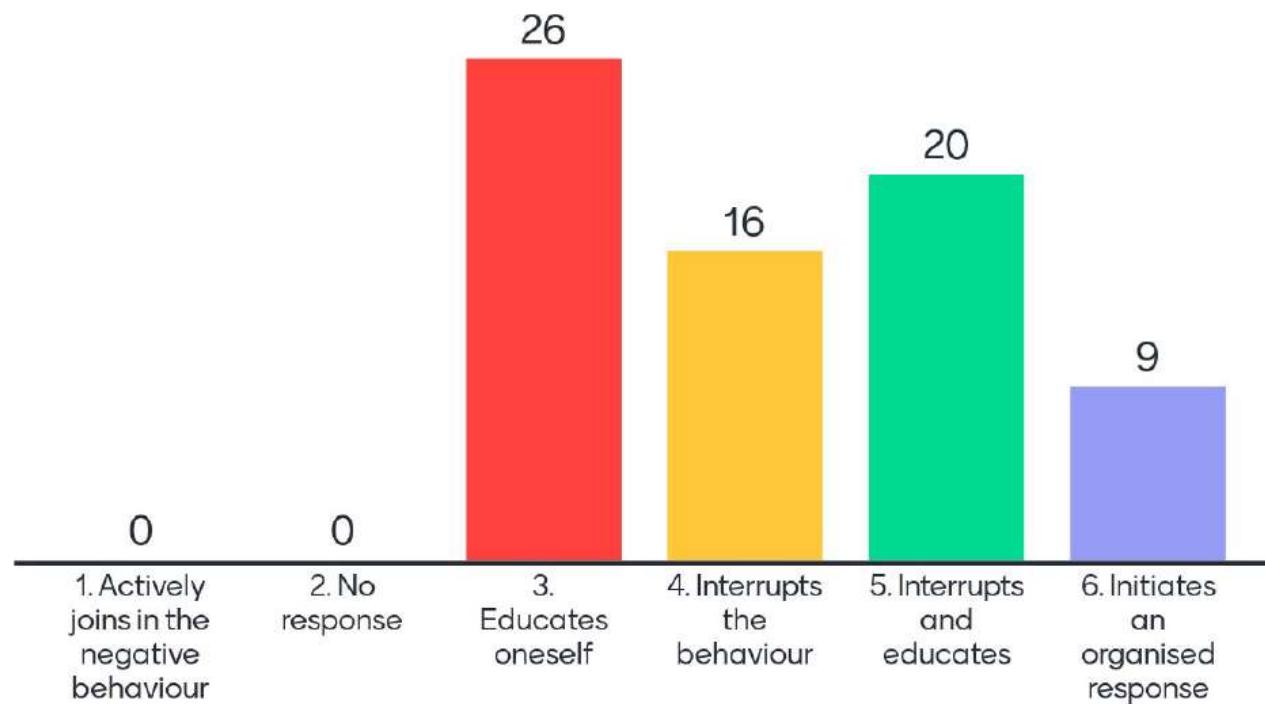
Where are you on the Allyship scale?

Developing into an Ally

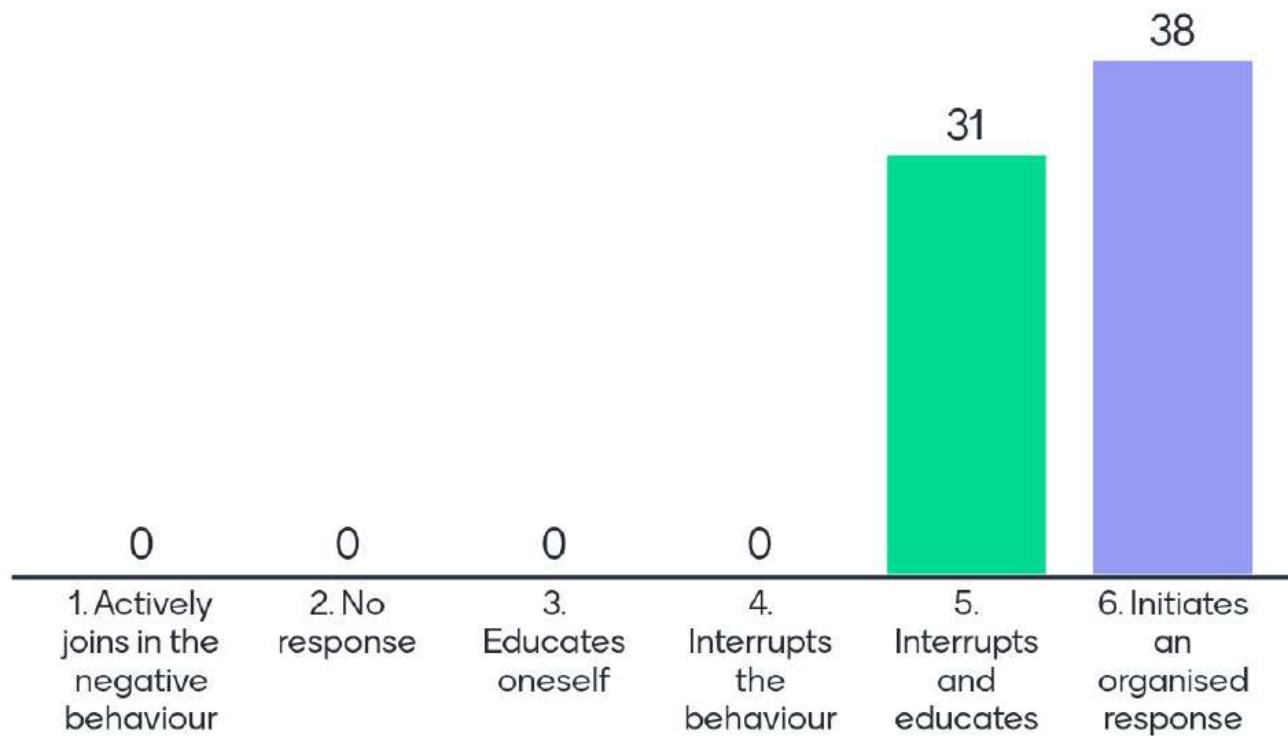


Karen Bradberry, PhD

Where are you on the Allyship Scale?



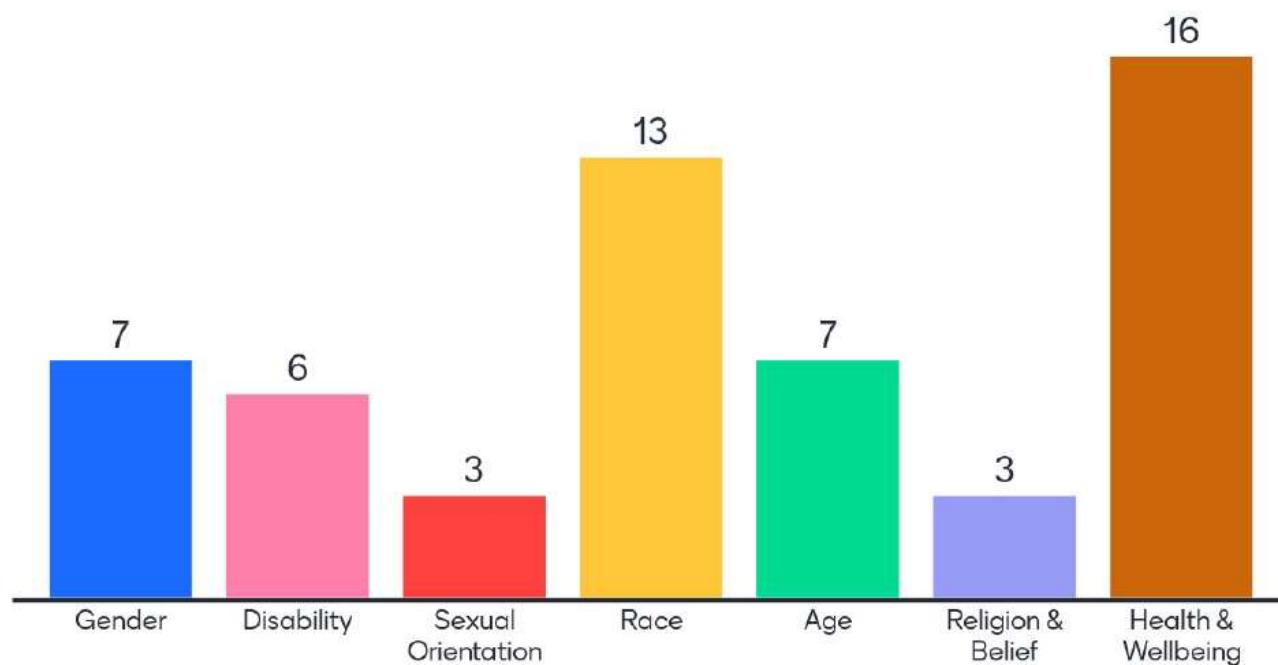
Where do you want to be on the Allyship Scale?



What can you do to move from where you are to where you would like to be?

educating
continue
action help actions members go
conversations learning knowledge
grow
challenge learn think
others diversity keep
one educate
promote share aware
change
feedback ask opportunities speak
confidence people
resources
group
honest
listen
human
proactive
set
increase staff
colleagues
work
training
decision
organisation

What Diversity Strands do you what to be an Ally for?



What part of today's workshop really resonated with you?

inequality
ally
race
difference
simple
emotional
use
improve
learning
inclusion
listening
terms
inequalities
powerful
made
definitions
equality
sense
unconscious
allyship
video
videos
micro
diversity
action
session
really
provoking
people
others
real
authentic
nd
clarity
aggression
equity
feel
thought
mean
things
valuable
challenge
amazing
self
think
good

What are you going to do differently as a result of this workshop?

THANK YOU

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