

Equality, Diversity and Inclusion

- What do we mean by Equality, Diversity and Inclusion
- Explore what is Unconscious Bias
- What is Inclusive Leadership



What words do you associate with Equality, Diversity & Inclusion?



Equality Act 2010...

- **Simplifies** equality law – replaces all existing Acts including:
 - Equal Pay Act 1970
 - Sex Discrimination Act 1975
 - Race Relations Act 1976
 - Disability Discrimination Act 1995
- **Harmonises** the law – providing the same levels of protection for people across all *protected characteristics* and identifying the behaviour that is unlawful
- **Strengthens** the law in certain areas

Who's protected?

The protected characteristics are:


- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion or belief
- ✓ Sex
- ✓ Sexual orientation

What are people protected against?



- ✓ Direct discrimination
 - ✓ Discrimination by association and perception – ‘new’
 - ✓ Indirect discrimination
 - ✓ Harassment
 - ✓ Victimisation
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- Related to most areas of activity, against people with protected characteristics e.g. employment, housing, the provision of services and the exercise of public functions.

Unconscious Bias

- Unconscious Bias is the result of messages, from a wide variety of sources, being introduced into our subconscious from an early age. Many of the biases are deeply held in our unconscious and can unconsciously influence how we act toward one another in our working lives.
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The Brain

- Receives millions of pieces of information every moment



- We can only **CONSCIOUSLY** process about forty

The Brain

- Our **Conscious** mind is processing only a minute fraction of what our **Unconscious** mind is processing.

99.999999% = unconscious



Communication Model
Cause and Effect
Perception is Projection
My Attitude /My Behaviour



Four situations where unconscious bias is more likely

- Tasks
- Numbers
- Clarity
- Emotion



The impact of little decisions can
have a big impact over time.

Even a **tiny** bit of bias
can have **big** consequences




Unconscious Bias

<https://www.youtube.com/watch?v=18zvlz5CxPE>



Inclusive Leadership

- An Inclusive Leader:
 - Wants to learn about the complexity of people
 - Wants to explore the benefits of diversity around them
 - Asks difficult questions to confront stereotypes and discrimination
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Inclusive Leadership

Diversity without inclusion does not work

Diversity = **The Mix**

Inclusion = **The Lever**



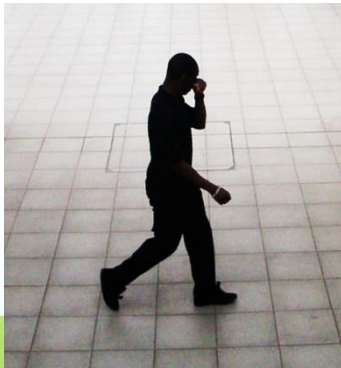
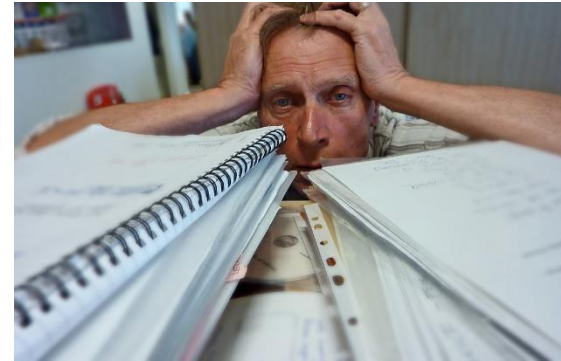
Diversity & Inclusion Matrix



The Shadow of the Leader




The Shadow of the Leader




Exercise



Inclusive Behaviour

- Encourage & recognise other people's efforts
 - Be open and responsive to issues and ideas
 - Don't blame others
 - Understand and Value teamwork
 - Provide clear feedback & information – the good and the bad
 - Make decisions based on fact not hear say
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What shadow do you cast and
how does your behaviour
impact on inclusive ways of
working?



How people remember you

***“I've learned that people
will forget what you said,
people will forget what you did,
but people will never forget
how you made them feel”***

Maya Angelou



Any Questions?

