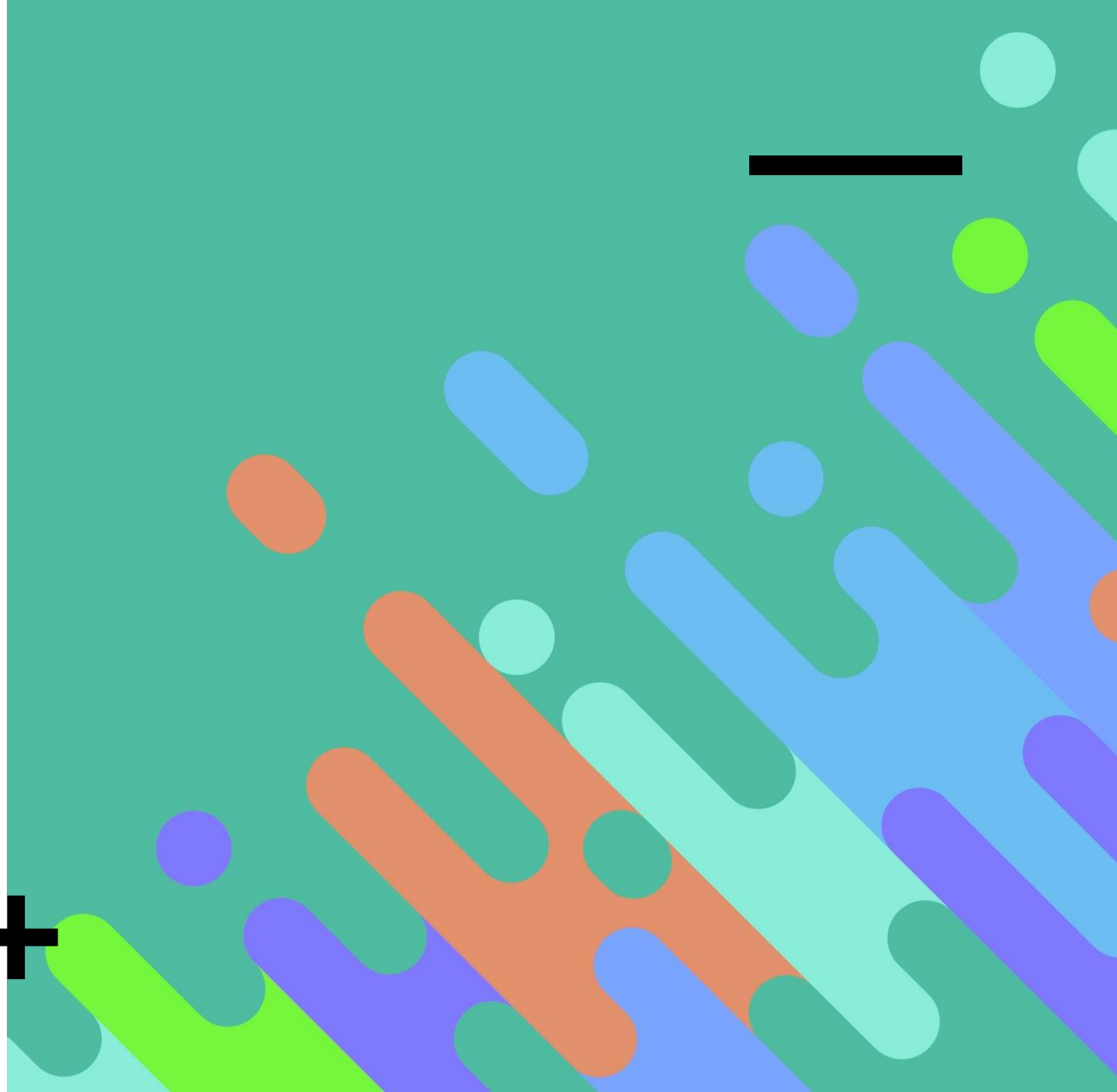


# Equity, Diversity, Inclusion and Belonging Commission

What Change Is Needed?



# What change do we need? What gets measured gets done

- Listen to learn, to understand to act
- Encourage safe spaces for unsafe/uncomfortable conversations about race
- Consultation, collaboration, cocreation
- Cultural competence training
- Answers to respectful curiosity/questioning
- Increased understanding/respect for differences
- Dismantling of the status quo on recruitment/selection
- Make cultural intelligence part of recruitment and selection requirements




# Mistakes organisations need to avoid when addressing racism

- Do not ignore it - deal with it
- Don't avoid it because you see it as hard to do
- Don't make assumptions that there is no racism present in your organisation because you don't see it/people don't raise it
- Don't assume that because it is not loud and in your face that it is not racism. Subtle acts of exclusion (S.A.E.) replace old fashioned racism



# Mentoring/Coaching



Use	Use this as an opportunity to encourage ethnically diverse employees to take up the role of mentor/coach
Allow	Allow them to mentor/coach by sharing their lived experiences to build trust within the mentor/mentee relationship
Engage in	Engage in reverse mentoring to learn and understand the lived experiences of ethnically diverse staff within your organisation





# Inclusive behaviours



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Role model behaviour you want to see as part of your organisational culture

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Extend your partnerships/networks/associations outside of your comfort zone

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Develop an awareness of who you are. This will enable you to accept others for who they are

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Set targets for inclusion



# The role of EDI Networks



Use	Use their lived experience, skills and knowledge to grow the EDIB Commission's work
Consult	Consult, collaborate and cocreate with marginalised voices within the work space
Promote	Promote positive attitudes towards ethnically diverse staff and members of the community and raise awareness of anti-racism
Bring	Bring together ethnically diverse staff in a supportive environment to network, share experiences, and offer support and information
Give	Give a voice to the ethnically diverse staff/communities enabling dialogue with colleagues across the organisation and externally
Contribute	Contribute, as appropriate, to the organisation's policy development and review by providing structured and informed feedback
Liaise	Liaise both internally and externally with key groups and individuals to support the aims of the Network.

# Shared lived experiences

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Racism

Microaggressions

Readiness model

Lack of  
expectation/skill/ability

Assumptions about  
customs/cultures, hair,  
dress, diet

Accusations of 'playing  
the race card'



# How can sponsors, supporters, partners be good allies?

Active listening

Hear what is being  
said

Acknowledge and  
accept that there is  
skin privilege

Identify individuals  
to attach, connect  
with and include

Educate themselves  
about how to be  
anti-racist

Educate themselves  
about skin privilege

Speak up/speak out  
on behalf of  
ethnically diverse  
colleagues

Spread the  
message of anti-  
racism

Action not jut, talk  
is necessary

Commit to doing  
the right things

Be an active  
Bystander NOT a  
passive witness

