



@WHENequality

WHEN Diversity Delivers

Speeding up diversity in academic settings

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WHEN

Objectives

1. Diversity and diverse environments:
 - Opportunities and challenges
 - Benefits for teaching and research
 - Benefits for students
 - Common assumptions and discriminations
2. Practical steps to speed up diversity in your department

Equality Act 2010

9 protected characteristics



Age



Disability



Gender Reassignment



Race



Religion or Belief



Sex (Gender)



Sexual Orientation



Pregnancy & Maternity



Marriage & Civil Partnership

Equality Act 2010

6 prohibited acts/conducts

Direct Discrimination

Treating someone with a protected characteristic less favourably than others.

Indirect Discrimination

Putting rules or arrangements in place that apply to everyone, but that puts someone with a protected characteristic at an unfair disadvantage.

Harassment

Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

Victimisation

Treating someone unfairly because they've complained about discrimination or harassment.

Association

Where a person is associated with someone who has a particular protected characteristic.

Perception

Where someone thinks a person has a particular protected characteristic, even if they do not.

Equality

- ✓ Legislation focused on 9 protected characteristics
- ✓ Ensures that people belonging to any of the 9 groups are treated fairly and no less favourably

Diversity

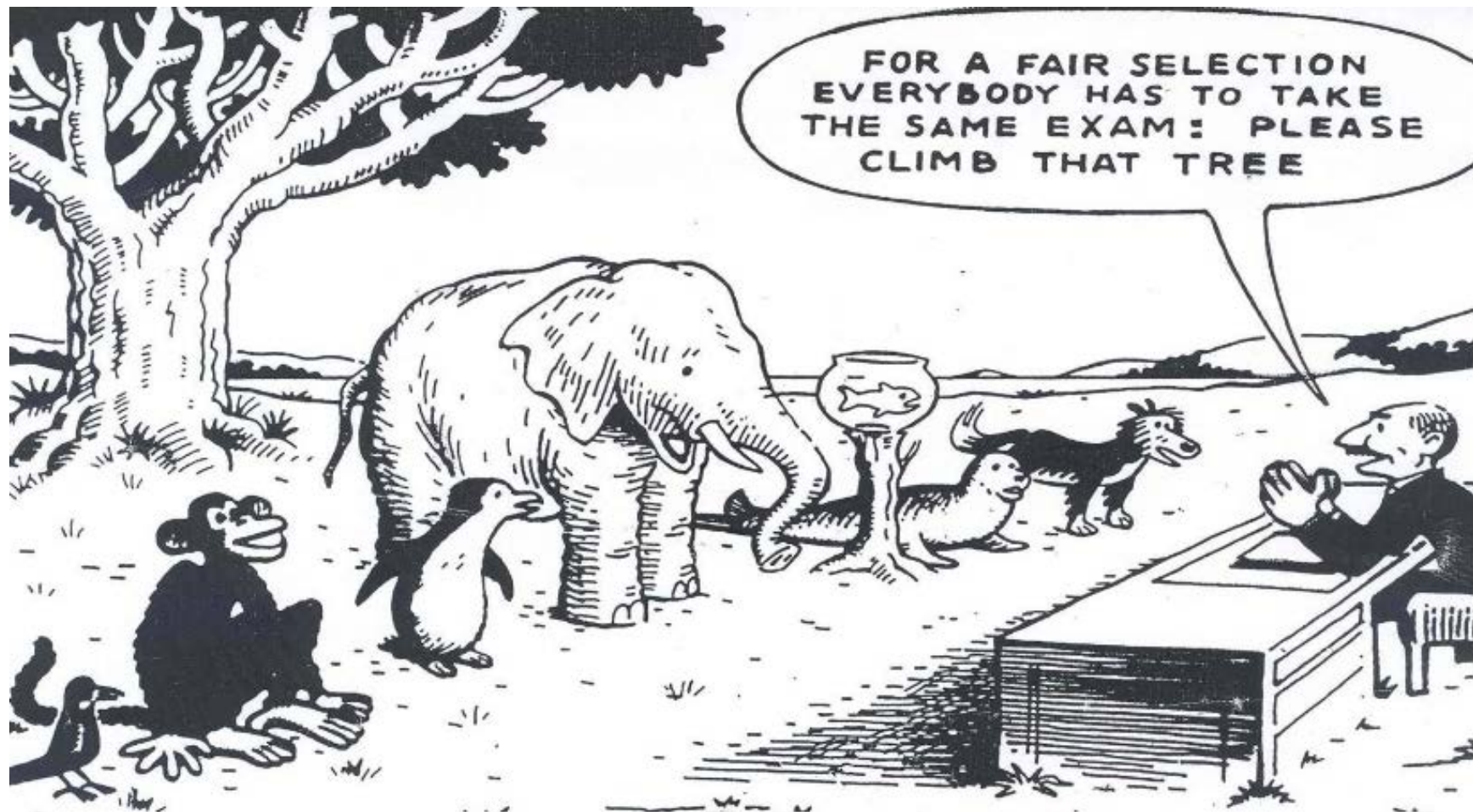
- ✓ Recognising, respecting and valuing people's differences
- ✓ Appreciating their full potential by creating inclusive culture

Diversity fosters opportunities

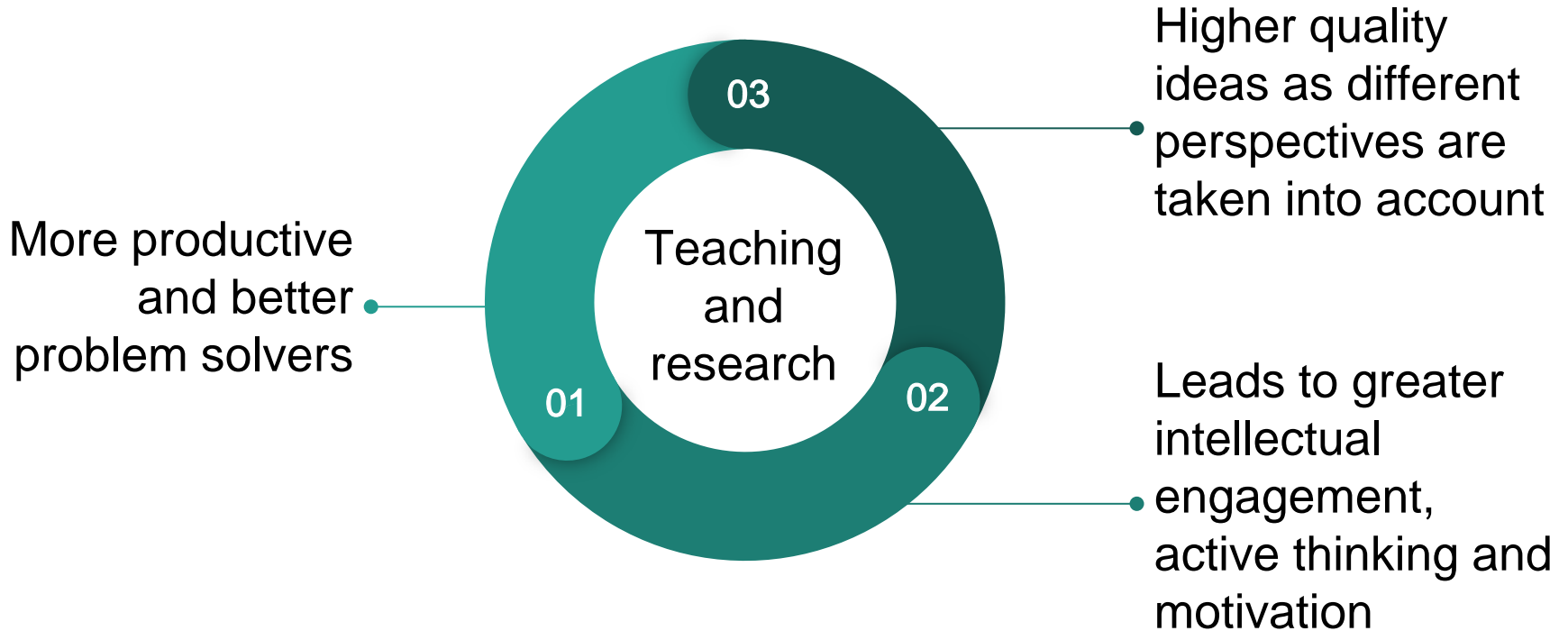
How?

Diversity poses challenges

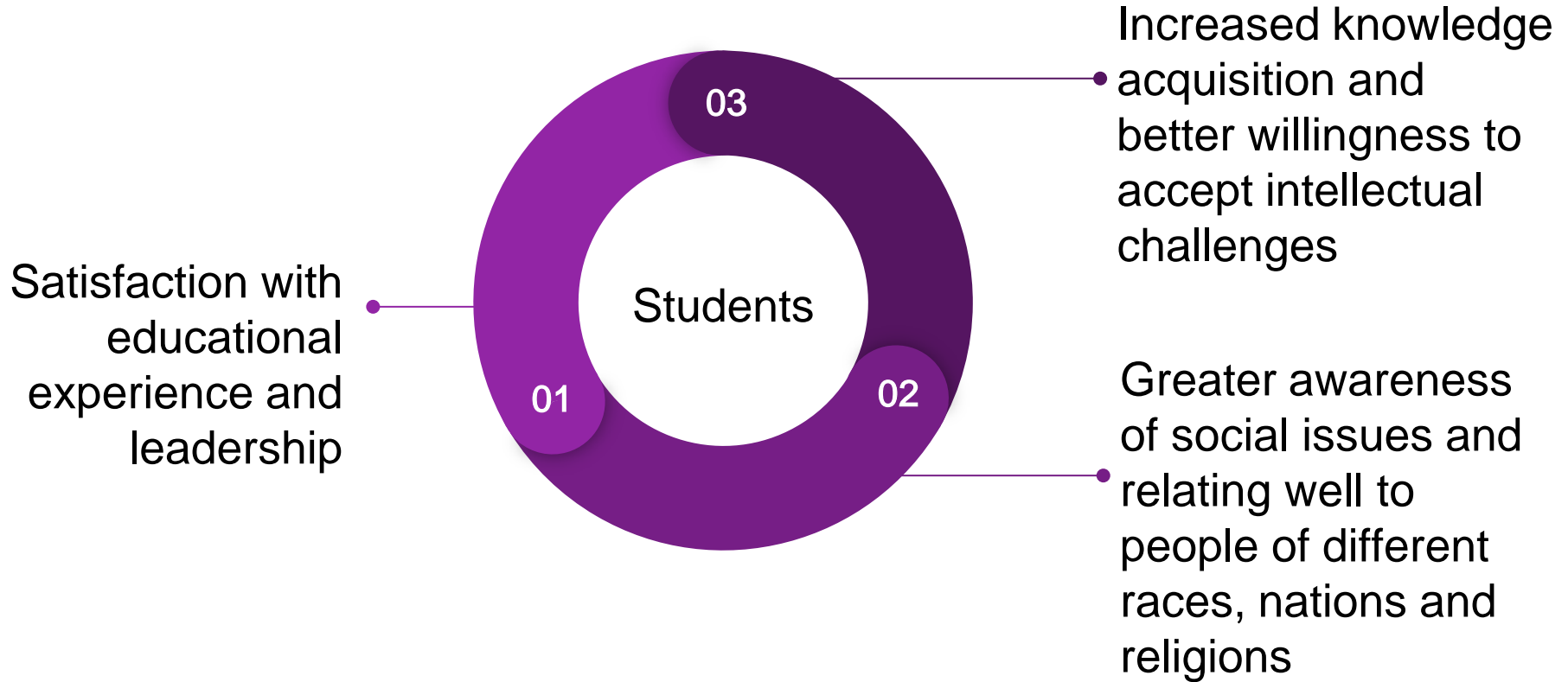
Why?



The benefits of a diverse environment for teaching and research



The benefits of a diverse environment for students



Challenges of diversity

- Ethnic, religious and cultural differences
- Minority students feel isolated and unwelcome
- Minority faculty members are less satisfied with their jobs
- Talent pool is limited and senior positions are not diverse
- Glass ceiling and limited access to job opportunities

Common assumptions/stereotypes

1. Everyone has the same background as me
2. If they can't speak English, then they are not capable enough
3. Part time staff members are not serious about their career
4. Access to research grants and funds is only available to full time staff

How unconscious bias affects students

- Low retention rates
- Reduced academic performance
- Fewer opportunities for career progression

How unconscious bias affects staff

- Unfair assignment of responsibilities
- Lower job satisfaction rate
- Inequitable promotion decisions

Individual reflection

To what extent might you have:

- overlooked the ideas and opinions;
- limited opportunities;
- made assumptions;

of staff and students with protected characteristics?

Individual reflection

What steps could you take in order to better leverage the opportunities and strengths of your staff and students with protected characteristics?



Reaping the benefits of diversity

1. Create opportunities for more interaction with minorities
2. Focus on the individual's capabilities and strengths
3. Treat everyone with respect and consideration
4. Promote inclusive committees at senior leadership level
5. Include 'Diversity' as standing item on all agendas

Reaping the benefits of diversity

6. Greet everyone and connect on an individual level
7. Track participation of all members
8. Handle interruptions and dominators successfully
9. Watch body language and listen to voices
10. Lead by example

Individual actions

My next steps for promoting and enabling a more inclusive environment in my department.



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