



Roffey Park

DIGITAL LEARNING

Towards an Inclusive Workplace

Roffey Park Institute

www.roffeypark.ac.uk

Welcome



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Who's here?

خوش آمدید vākommen ကျာဟထံ E ku abo Dobrodošli
Тавтай морилогтун
Bienvenue VITAJTE 歡迎 Karibuni
Fwaph qawlnlun bem-vindos Tervetuloa
salvēte أهلاً وسهلاً Akeyi Selamat datang Welkom
සාදරයෙන් පිළිගන්නවා ברוכים הבאים मद्गद
Fáilte Benvido Welcome Croeso
ཕེབས་པར་དགའ་བསྟུན། 환영합니다 సుస్వాగతం саламдашуу
ຍິນດີຕ້ອນຮັບ Nau mai
Добре дошли wēllkomm ကကြိုပါတယ် BENVENUTO
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Velkomið வரவேற்பு
wilujeung sumping καλωσόρισμα Tonga soa e bienvenida
Aloha பதவரி மிகிதாழ் யின்தீதீணரீப Olandiridwa
Tere tulemast Добро пожаловать! Hoş geldiniz
សូមស្វាគមន៍ Üdvözöljük Mirë se vjen Merhba

Your facilitator



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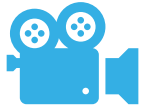
Roy Clarke
Senior Consultant

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Zoom etiquette



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Have your video on unless you are experiencing connection issues. Find a quiet space without interruptions / background noise.



Mute your microphone when you are not speaking to help keep background noise to a minimum.



Be mindful of background noise when your microphone is not muted, avoid activities that could create additional noise, such as shuffling papers.



Position your camera properly so that it is stable and focused at eye level, to create a more direct sense of engagement with other participants. Have a plain background and avoid backlight from bright windows.



Limit distractions so that it is easier to focus on the meeting. Turn off notifications, close or minimize running apps, and mute your smartphone.



Avoid multi-tasking to retain the discussion better. Refrain from replying to emails or text messages during the meeting.

What is the difference between diversity and inclusion



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- Diversity is about every single person... Inclusion is about creating an environment where everyone can be themselves, feel that they are able to contribute their views and that these will be valued.” (Sweeney and Bothwick, 2016)
- “Diversity is being invited to the party: inclusion is being asked to dance.” (Verna Myers, 2015)

What do we mean by DEI



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Equity vs. Equality



Same Treatment



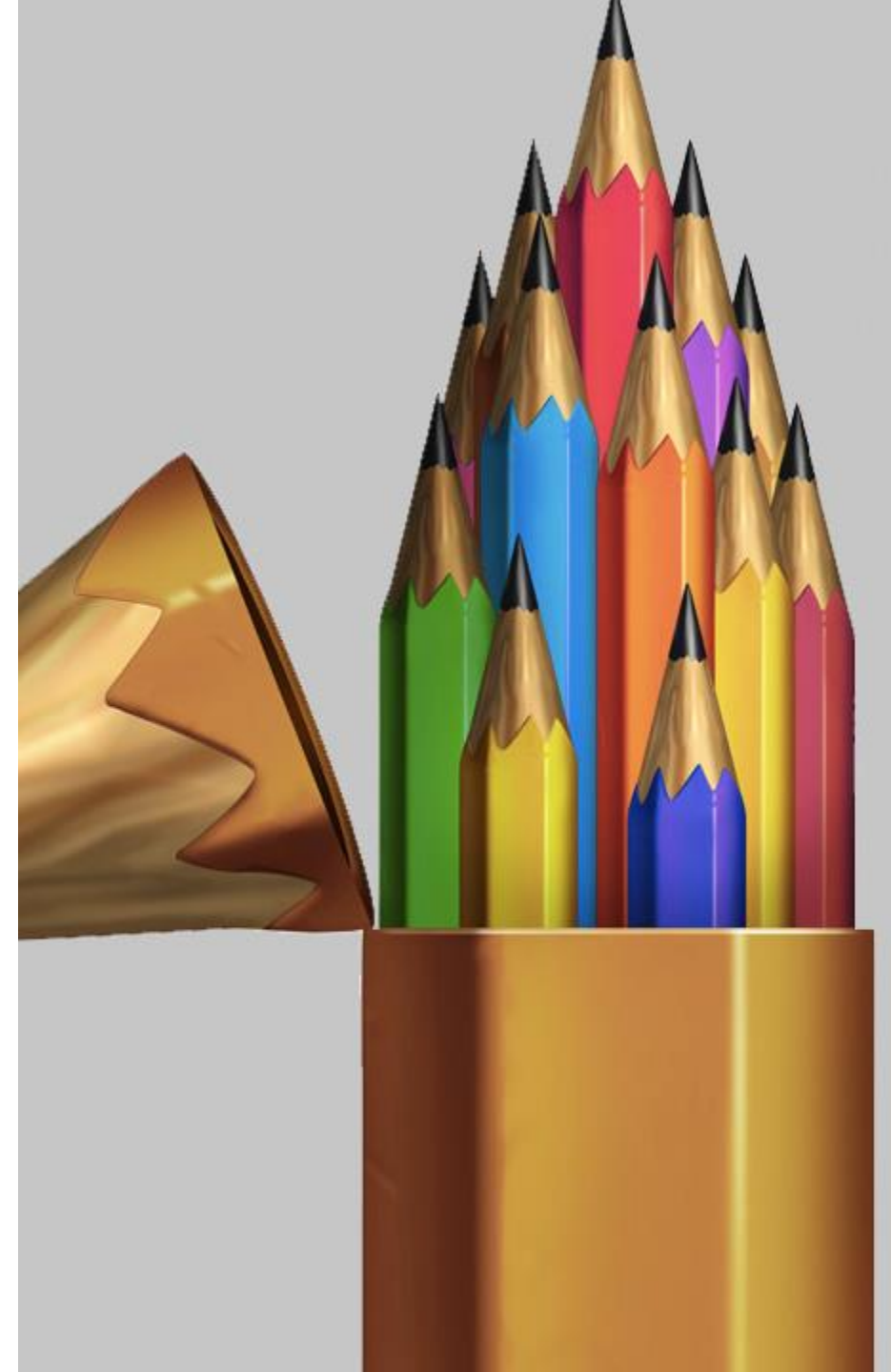
Equitable Treatment



The systemic barrier
has been removed.
This is Equality.

What would an inclusive organisation look like?

- People feel respect by their peers
- People feel that they belong
- People feel empowered
- People feel that their contributions are important
- People feel fairly rewarded for their work
- People are developed equally and feel able to progress in their career





	Low Belongingness	High Belongingness
Low value in Uniqueness	<p>Exclusion</p> <p>Individual is not treated as an organizational insider with unique value in the work group but there are other employees or groups who are insiders.</p>	<p>Assimilation</p> <p>Individual is treated as an insider in the work group when they conform to organisational /dominant culture norms and downplay uniqueness.</p>
High value in Uniqueness	<p>Differentiation</p> <p>Individual is not treated as an organizational insider in the work group but their unique characteristics are seen as valuable and required for group/organizational success.</p>	<p>Inclusion</p> <p>Individual is treated as an insider and also allowed/encouraged to retain uniqueness within the work group.</p>

Inclusive Leadership – key behaviours (Bourke and Titus)



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- Visible commitment
- Humility
- Awareness of bias
- Curiosity about others
- Cultural intelligence
- Effective collaboration



Paired discussion

Critically reflect on the characteristics of an Inclusive Leader.

What if anything do you feel you need to dial up.

You have 15 mins for this task.



Plenary discussion

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What is Unconscious bias?



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- Unconscious, Subconscious or Implicit Bias refers to the automatic stereotypes or attitudes we hold about groups or people.
- Bias is the very fundamental way we look at and encounter the world. These biases can be held for or against those most like us and most different from us.
- It's a blind spot that requires a shift in how we think about other people that we perceive to be different. It is a belief or attitude we hold in our heads.



How is bias experienced in the workplace?



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- Overt bias
- Microaggressions – insults, slights, snubs
- Gaslighting - Deliberate undermining of someone's sense of sanity and well-being through psychological manipulation and the repeated insistence that the target's recollections and perceptions of reality are incorrect or heavily flawed.

How is bias experienced in the workplace?



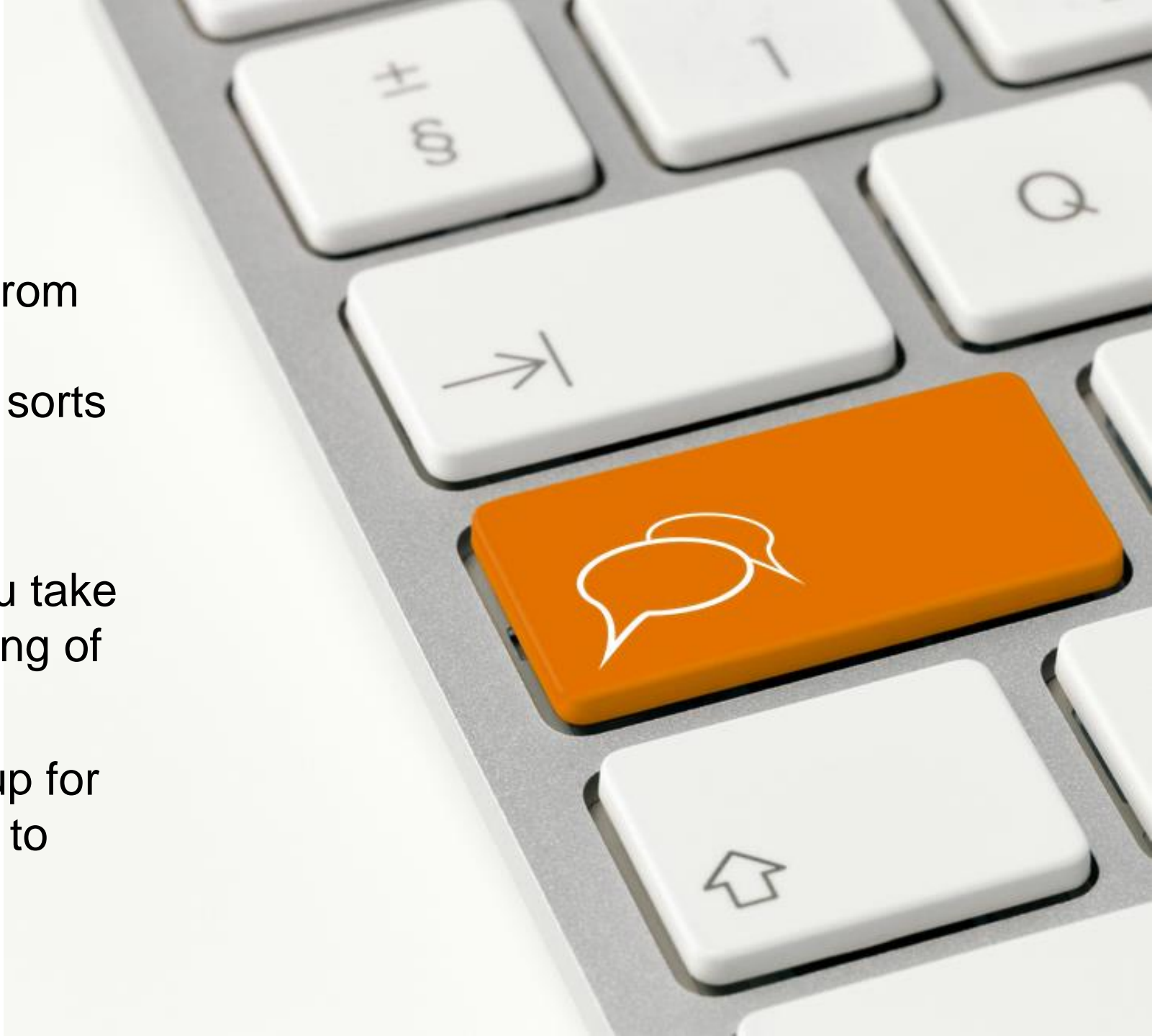
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- Pay differentials
- Less opportunities for progression
- Less likely to receive career support
- Some who do progress may face more scrutiny and challenge
- Bullying and harassment

Breakout room discussion

1. Reflect on your employees from diverse ethnic backgrounds. Where are they from? What sorts of issues or barriers do they encounter at work?
2. What practical steps can you take to improve your understanding of their lived experience?

Please discuss this in your group for **15 mins**. Elect a spokesperson to feedback your key points.



Plenary discussion

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How will you use your privilege?



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- Sponsor?
- Ally?
- Mentor?
- Coach?
- Advocate?



Team diversity – reaping the rewards



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- Shared vision
- Strong team identity
- Focus on team learning
- Open sharing of experiences
- Being positive about the diversity of the team

Source: Oxford Review Group (2019)



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THANK YOU

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