

DIVERSITY & INCLUSION IN EDUCATION

12 OCTOBER 2020

DIVERSITY & INCLUSION: WHERE DO I START?

TODAY'S WEBINAR



1. What do we mean by Diversity & Inclusion?

2. Evolution of Diversity & Inclusion

3. Why should I take action?

4. Where do I start?

JOHAN JENSEN, CEO, ALL-IN EDUCATION



NEWSTEAD WOOD SCHOOL





WHAT'S D&I?

WHAT IS DIVERSITY AND INCLUSION?

Diversity, Equality, Inclusion (DEI)

Equality, Diversity, Inclusion (EDI)

Anti-racism

Diversity of thought

Belonging

Discrimination

Inclusion

Diversity and Inclusion

Diversity

Anti-disablism

LGBT inclusion

Gender equality

Intersectionality

DIVERSITY WHEEL





EVOLUTION OF D&I – COMPLIANCE

EVOLUTION OF D&I – MARKETING

- Diversity without inclusion

British Airways told 'do better' as maternity pay policy emerges

Airline's offer of six weeks' pay raises questions over aim to attract female pilots



▲ The pilots' union said BA's maternity pay level was a scandal. Photograph: NurPhoto/Getty Images

EVOLUTION OF D&I – BEHAVIOUR AND SYSTEM CHANGE

- Looking at ourselves and why it matters to me/us
- Removing barriers in our behaviours and systems
- Staff from minority groups should not be carrying the responsibility to change systems and behaviours
- Move towards a place where we as individuals and collectively as institutions make better decisions

COVERING ASPECTS OF YOUR IDENTITY TO BELONG

- 61% of all employees 'cover' their identities in some way, including 45% of straight white men (Deloitte, Uncovering Talent)
- 93% of white people think the workplace is safe for Black people, only 43% of Black people think so (BLM for Marketeers, 2020)
- Enabling employees to feel comfortable being themselves could unlock dramatic performance gains because they can focus their attention on work, rather than hiding parts of themselves.

"We as Black people enter the workplace knowing what we can and cannot say. We have to check our mannerisms at the door, speak a certain way and not be true to ourselves. This is particularly obvious to those who are entry level or just starting out in their careers."

—RAY, EVENTS

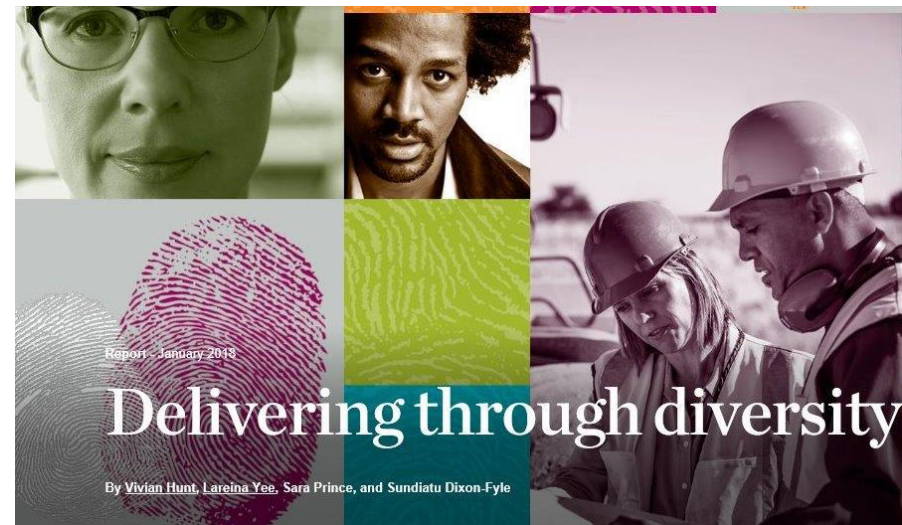
WHY SHOULD I TAKE ACTION?

McKinsey&Company



Diversity Matters

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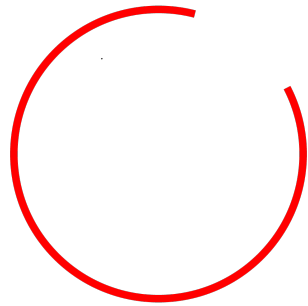


WHY SHOULD I TAKE ACTION?

Why should my school take action to achieve greater diversity and a more inclusive school for staff, students and our community?

WHERE DO I START?

1. Listen – survey staff and pupils around their sense of belonging and psychological safety
2. Develop staff's inclusive leadership behaviours through training
3. Develop a strategy for behaviour and systems change:
 - Organisational culture
 - Staff retention
 - Recruitment
 - Talent management
 - Curriculum and pupil experience



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