

2010

Module 1:

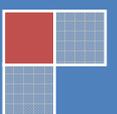
An Introduction to Diversity

Sample



In association with
Equality and Diversity UK Ltd

2010



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Module 1: An Introduction to Diversity

The objectives for this session are to:

- examine what is meant by the terms equal opportunities and diversity
- consider stereotypes, why they exist and your own experiences of them
- think about your own values, attitudes and prejudices
- look at ways in which language can work for and against diversity
- identify how we can promote and support equality and diversity and create individual or team Action Plans, as appropriate.

Preparation Checklist

Use this checklist to make sure you have gone through the necessary preparations for the session. Tick each action when it is completed.

You will need to:

- book a suitable venue
- send course details to the participants, reminding them to read the self-study materials, in particular *Understanding Gender and Racial Occupational Stereotyping* and *Migration Facts and Figures*, in preparation for this module
- incorporate a set of ground rules for the session in the course details
- ensure that you are familiar with the resources in this Toolkit and have a set to show the participants
- familiarise yourself with the Delivery Plan for this module and associated self-study materials
- if appropriate, develop some extended resources to meet the diverse needs of participants and for differentiation
- obtain resources such as a projector, OHP, flipchart/whiteboard and markers, and sufficient copies of handouts, Action Plans and Review Sheets for the participants
- you will need a packet of 'liquorice allsorts' or similar visibly mixed sweets containing a greater number of sweets than there are participants
- if including the Option *Stereotypes and the Media*, you will need to collect newspapers, magazines etc.

You may also find it helpful to discuss the modules with another facilitator or your manager.

Delivery Plan

Welcome people to the session and explain any 'housekeeping' issues, e.g. timings, breaks, security.

Optional Activity *Icebreaker*

If appropriate to the participants, include an icebreaker that will help people to get to know each other and create an energetic, enthusiastic atmosphere (see *Icebreakers* in the *About This Guide* section for some suggestions).

Explain the objectives for the session.

At the end of the session participants will be able to:

- define equal opportunities and diversity
- identify inappropriate stereotypes
- explain how language, attitudes, values, myths, misconceptions and prejudices affect our views about others
- explore how to develop effective action plans to promote diversity

MODULE 1 SLIDE 3

Explain that as the facilitator you will be leading the session, but it is an important part of the training for participants to share experiences and good practice so that we can learn from each other.

What do we mean by equal opportunities and diversity?

Explain that you are going to begin the session by taking a look at what the participants understand by the terms 'equal opportunities' and 'diversity'.

Ask the participants to split into two groups or split the group randomly (see *Random Splits* in the *About This Guide* section for ideas on how to do this). Ask each group to spend 15 minutes looking at the following questions:

- Has the definition of equal opportunities changed over the past 10 years?
- What does 'equal opportunities' mean to us in our own personal/professional lives?
- What does 'diversity' mean to us in our personal/professional lives?

MODULE 1 SLIDE 4

Ask each group to present their responses to the question.

Chart their responses and ideas.

Draw out the following points:

Equal Opportunities

- The words 'equal opportunities' are familiar to most people and many people will have come across issues of inequality, prejudice, harassment, victimisation and discrimination in the workplace.
- Equal opportunities is recognised in legislation that prevents discrimination relating to the 'protected characteristics' of gender (including transgender), race (including colour and nationality) religion or belief, sexual orientation, age and disability.

Diversity

- Diversity is about recognising and valuing difference in its broadest sense.
- Diversity addresses a much wider concept than equal opportunities – in fact, equal opportunities is just one area covered by the 'diversity' umbrella.
- Diversity recognises the limitations of 'equal opportunities' and seeks to increase people's awareness and positive acceptance of individuals and their differences. It encourages an active engagement with other people, rather than just a tolerance of them.
- There are several definitions of the word 'diversity', probably because it is a complex area; however, the following definition (*based on that used by consultancy Diversity Dynamics Ltd*) is a useful one.

Diversity includes every difference that makes each of us unique and distinct, including:

- **things covered by legislation** such as race, ethnicity, gender, gender identity, disability, sexual orientation, religion or belief, age, marital or civil partnership status, pregnancy and maternity, parental status and working hours

plus

- **other differences** such as regional origin, looks, personality, learning style, job role, motivation, career aspirations, education, economic status, hobbies and interests.

MODULE 1 SLIDE 5

Optional Activity *Diversity: true or false?*

Include this short activity to get people thinking about aspects of discrimination and attitudes to diversity. It will be especially useful if you are working with a group of participants who know relatively little about diversity and what it means.

Materials
See additional optional activity materials
at the end of this module

Offer each participant a 'liquorice allsort' or other sweet from a bag of mixed sweets and ask them not to eat it but say in turn why they chose the sweet they have.

Draw out the fact it can be colour, shape, size or just a random choice. Discuss these differences and then the fact that the sweets all come from the same packet, the same manufacturer and the same ingredients.

Explain that people are the same in that they all have the same rights, but are also individuals. Relate these discussions back to equality and diversity.

You may wish to show the presentation slide that promotes diversity and equality and challenge gender and occupational stereotyping.

Here is a list of the rest of the contents of this pack.

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To view the remainder of the pack, you need to purchase it