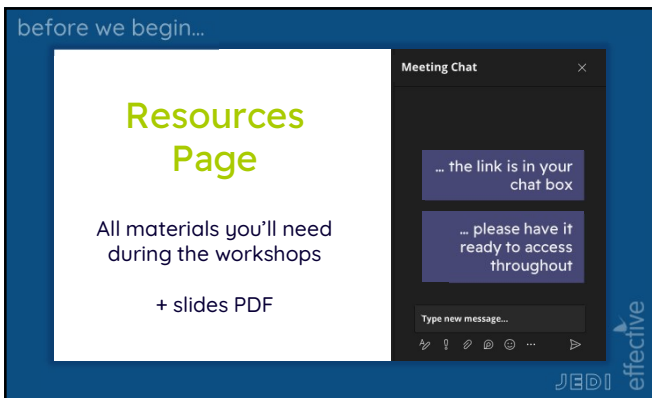




1



2



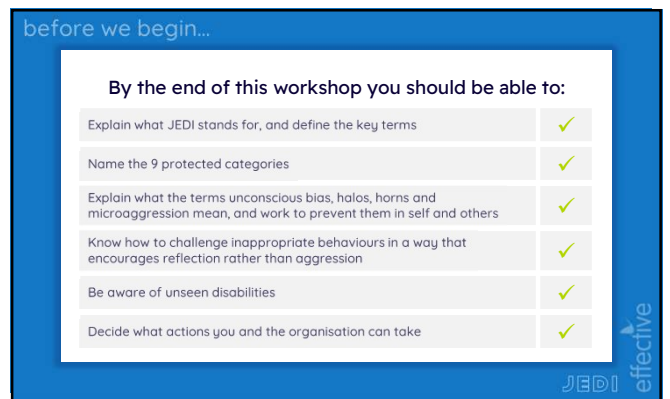
3



4



5



6

before we begin...

A word cloud containing the following words: relaxation, colour, food, gig/show, holiday, place, book, TV programme, season, drink, film.

JEDI effective

7

> action

reflect & consolidate

Use this worksheet to build your action plan throughout the workshop

Reflection
Consolidation
>>> Action!

JEDI effective

8

Definitions & Key Terms

JEDI effective

9

definition & key terms

Group Activity

How would you define:
Justice,
Equality, Equity,
Diversity &
Inclusion?

JEDI effective

10

J: justice

definition & key terms

How would you define...

Justice

JEDI effective

11

J: justice

definition & key terms

4 takes on justice...

Giuliana Duron's TED talk in **Want more?** section

- 1 People getting what they deserve
- 2 Upholding the law
- 3 Ensuring fair treatment and behaviour
- 4 Fixing what is broken (redressing the imbalances in society)

JEDI effective

12

J: justice

Justice E equality & equity D Diversity I Inclusion

$J = E + D + I$

effective JEDI

13

equality & equity

How would you define...

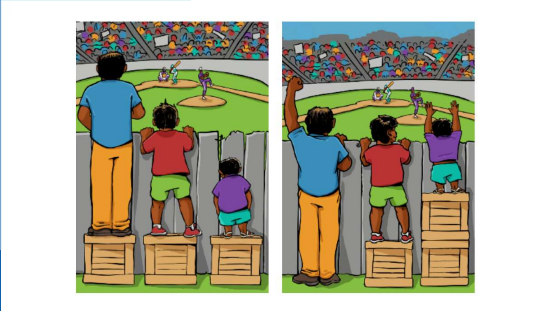
Equality & Equity



effective JEDI

14


equality & equity



effective JEDI

15

equality & equity



Equality

Meaning
Equal provision for all


Action
All get the same number/height of box

Outcome
Different viewing heights remain, shorter person still can't see well

effective JEDI

16

equality & equity



Equity

Meaning
Equal outcome for all


Action
All get different, appropriate number/height of box

Outcome
Equal viewing height, can all see equally well

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17

equality & equity



effective JEDI

18

definition & key terms : diversity

How would you define...

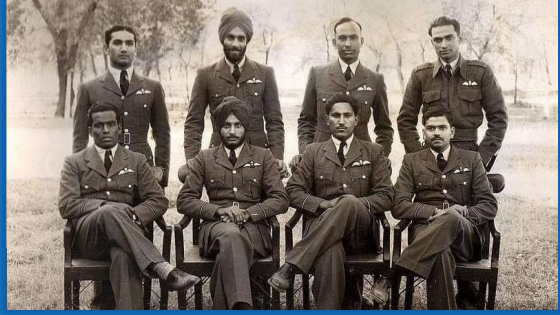
Diversity



effective JEDI

19


definition & key terms : diversity



effective JEDI

20

definition & key terms : diversity



Can a child be raised free of gender stereotypes?




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21

definition & key terms : inclusion

How would you define...

Inclusion



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22

definition & key terms : inclusion

diversity

is a fact

effective JEDI

24

definition & key terms : inclusion

inclusion

is an act

effective JEDI

25

inclusion

definition & key terms

... but to really count...

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26

inclusion

definition & key terms

...must also become an outcome

JEDI effective

27

inclusion

definition & key terms

Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.

JEDI effective

28

action

reflect & consolidate

Reflection
Consolidation
>>> Action!

Definitions & Key Terms

JEDI taking action

Definition / Key Term	Why/How/When/Where	Who/What/How

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29

Protected Categories

JEDI effective

30

protected categories

taking action



The Equality Act 2010

JEDI effective

31

protected categories

taking action

disability gender reassignment religion or belief

sex race & ethnicity age

sexual orientation pregnancy & maternity marriage & civil partnership

JEDI effective

32

protected categories

taking action

disability gender reassignment religion or belief

sex race & ethnicity age

sexual orientation pregnancy & maternity marriage & civil partnership

JEDI effective

33

>> action

reflect & consolidate

Protected Categories

JEDI: taking action

Reflection
Consolidation
>>> Action!

JEDI effective

34

(Unconscious) Bias

JEDI effective

35

(Unconscious) Bias

- 1 Types of Bias
- 2 Halos & Horns
- 3 Microaggressions

JEDI effective

36

(Unconscious) Bias

Types of Bias

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37

types of bias

(unconscious) bias

A man takes his son out for a drive in his car. They are involved in a car crash. The father is killed outright and the son is badly injured. He is rushed to hospital. The surgeon comes into the operating theatre, takes one look at the boy and says, 'I can't operate on that boy - he's my son.'

JEDI effective

38

types of bias

(unconscious) bias

JEDI effective

39

types of bias

(unconscious) bias

Affinity
Bias

JEDI effective

40

types of bias

(unconscious) bias

Ageism

JEDI effective

41

types of bias

(unconscious) bias

Attributional
Bias

JEDI effective

42

types of bias

(unconscious) bias

Beauty
Bias

JEDI effective

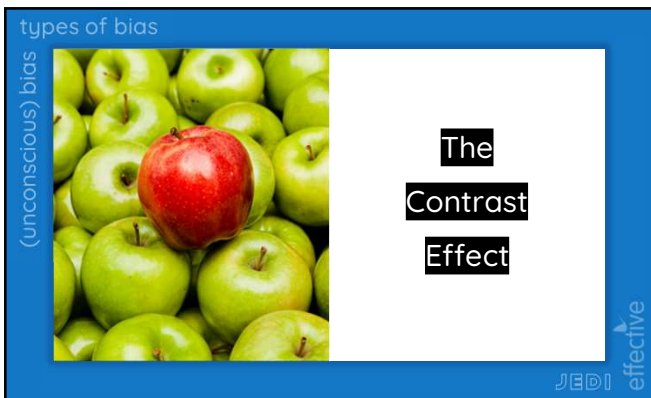
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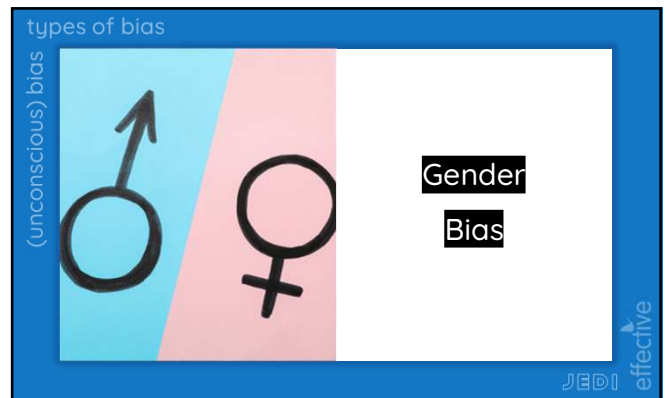
44



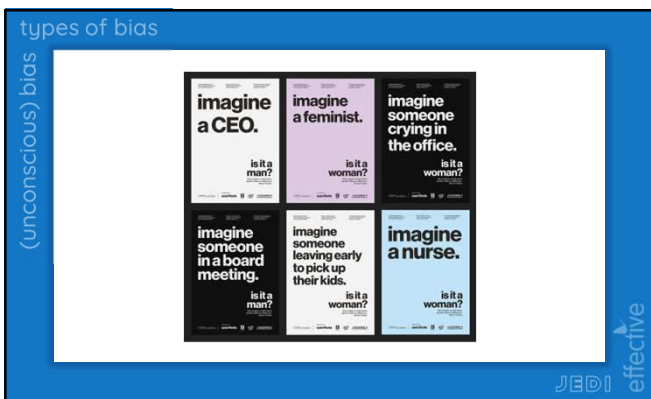
45



46



47




48



49

types of bias

(unconscious) bias



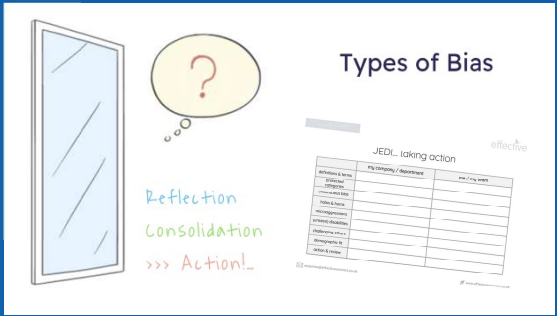
Weight Bias

JEDI effective

50

> action

reflect & consolidate



Types of Bias

JEDI... taking action

Reflection
Consolidation
>>> Action!

JEDI effective

51

(Unconscious) Bias

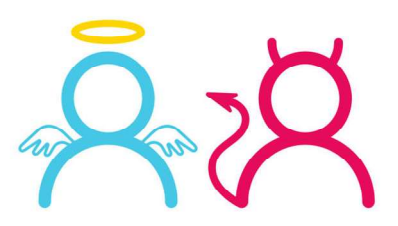
Halos & Horns

JEDI effective

52

halos & horns

(unconscious) bias

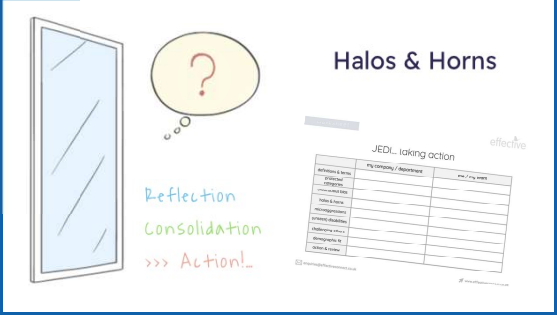


JEDI effective

53

> action

(unconscious) bias



Halos & Horns

JEDI... taking action

Reflection
Consolidation
>>> Action!

JEDI effective

54

(Unconscious) Bias

Microaggressions

JEDI effective

55

microaggression

(unconscious) bias

Microaggression

- a casually given, offhand comment or behaviour which is made with reference to, and causes offence to, the receiver
- conscious & deliberate, intended to upset, hurt or demean
- unconscious & unintentional, due to lack of self-awareness or sensitivity

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56

microaggression

(unconscious) bias

Group Activity

Discussion:

Look at these 6 quotes.

In what way do they show a microaggression?

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57

microaggression

(unconscious) bias

You are so well spoken.

Oh, I'll never be able to pronounce that name...

I'm not sexist, but...

What she's trying to say is...

My sister's best friend is gay too

Is that your natural hair?... can I touch it?

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58

microaggression

(unconscious) bias

microaggressions.com

effective JEDI

59

microaggression

(unconscious) bias

Micro Aggressions

effective JEDI

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2. Passenger

Adult (over 12 years) ▾

Use all given names and surnames exactly as they appear in your passport/ID to avoid boarding complications.

Given names: Surnames:

Nationality: Gender: Date of birth:

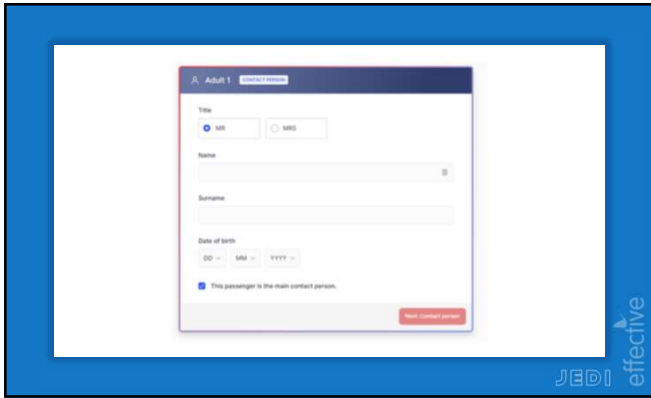
Visa requirements and travel

- You will enter Turkey (Dalaman) as a final destination. Please check the COVID-19 travel restrictions for all stops in your itinerary.

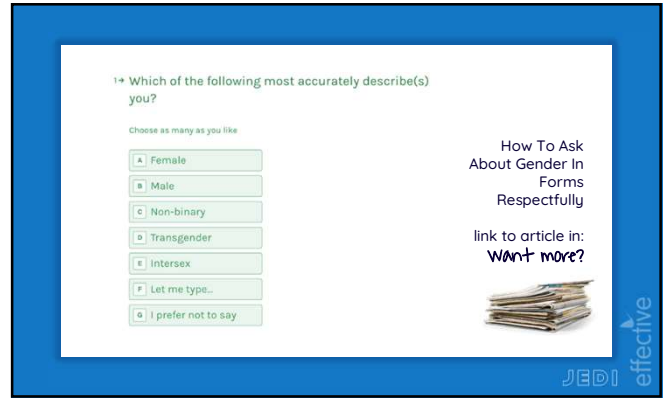
Kiwit.com is not liable for any passenger who is denied boarding or entry to any destination due to visa or COVID-19 issues.

effective JEDI

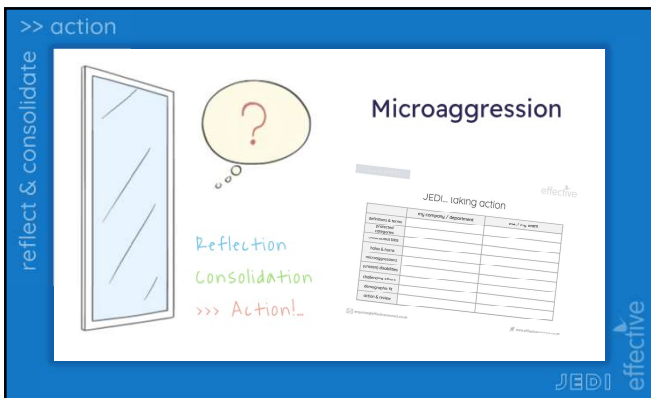
61



62



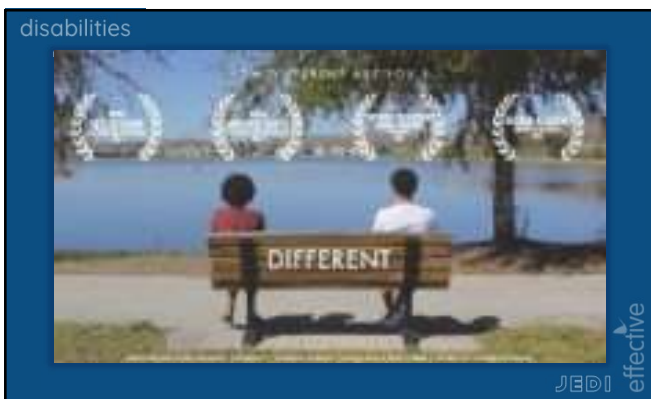
63



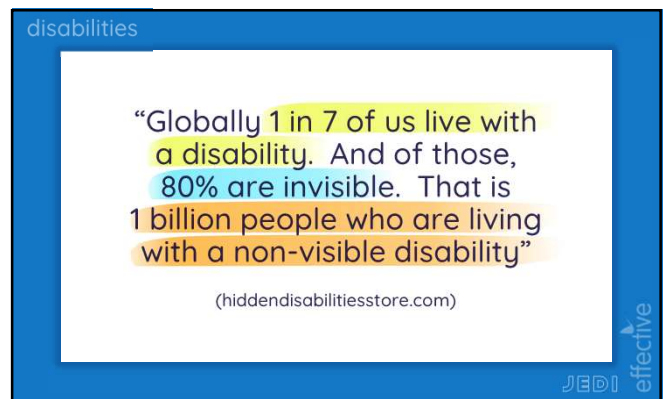
64



65



66



67

disabilities

SOME DISABILITIES LOOK LIKE THIS

effective JEDI

68

disabilities

SOME LOOK LIKE THIS

effective JEDI

69

disabilities

You never know what someone is going through. Be kind. Always.

effective JEDI

70

disabilities

top 5 tips

- 1 Treat everyone as equal
- 2 Don't assume - ask
- 3 Check extreme body language: don't stare or avoid
- 4 Check your inner voice
- 5 Work with the person; they'll work with the disability

effective JEDI

71

>> action

reflect & consolidate

Disabilities

Reflection
Consolidation
>>> Action!

JEDI... taking action

effective JEDI

72

Challenging Others

effective JEDI

73

challenging others

taking action

All that is necessary for the triumph of evil is that good men do nothing

- Edmund Burke

JEDI effective

74

Challenging others

JEDI effective

75

microaggression

(unconscious) bias

Group Activity

Discussion:

How can you challenge in a way that invites reflection, not aggression?

JEDI effective

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challenging others

taking action

- F** Focus on choice and consequences
- A** Ask questions, rather than tell or assume
- M** Maintain eye contact
- O** Other location
- U** Use a level, calm voice
- S** Seek to de-escalate

JEDI effective

78

challenging others

taking action

- Do you have a moment?
- Can I explain what I saw/heard, and ask what you think?
- Were you aware of what you just did/said?
- I'm wondering if there is anything affecting you that led you to behave/talk like that?
- Is anything the matter?
- Can I raise some of the potential consequences of that behaviour?
- Can I ask if there are any other choices you could have made?

JEDI effective

79

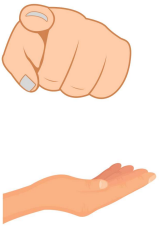
challenging others

taking action

- Do you have a moment?
- what do you think of what I just saw and heard?
- Were you aware of what you just did/said?
- Is anything affecting you that led you to behave/talk like that?
- Is anything the matter?
- What are some of the potential consequences of that behaviour?
- What other choices could you have made?

JEDI effective

80



Accusatory (you...)

Non-accusatory (I...)

JEDI effective

81

challenging others

taking action

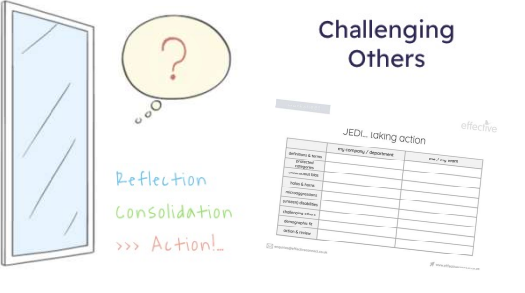
- C** **Confront** without being confrontational
- C** Be **Comfortable** with discomfort
- C** Not to **Challenge** is to condone

JEDI effective

82

>> action

reflect & consolidate



Challenging Others

Reflection
Consolidation
>>> Action!

JEDI effective


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Demographic Fit

JEDI effective

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demographic fit



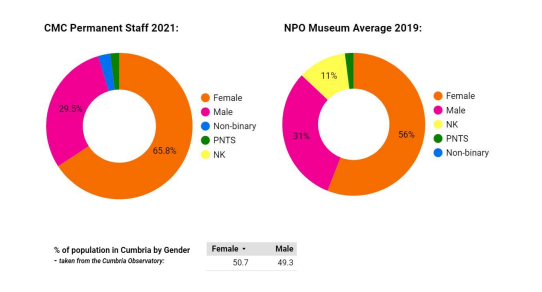
Demographic Fit

The extent that the workforce is demographically representative of the community it serves.

JEDI effective

85

demographic fit



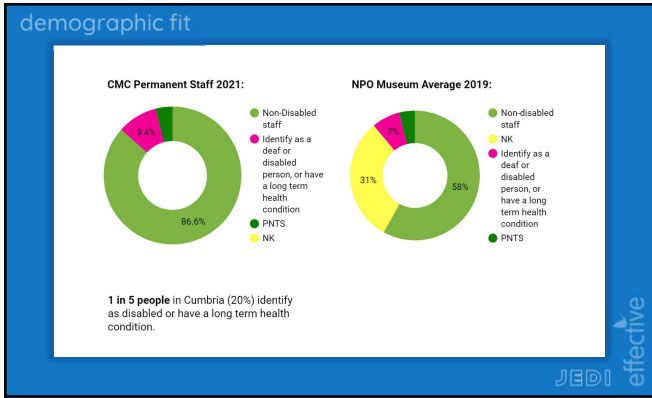
CMC Permanent Staff 2021: 29.5% Female, 65.8% Male, Non-binary, PNTS, NK

NPO Museum Average 2019: 11% Female, 56% Male, Non-binary, PNTS, NK

% of population in Cumbria by Gender - taken from the Cumbria Observatory: Female 50.7, Male 49.3

JEDI effective

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87

demographic fit

category	maidenhead bc	community
disability	7.4	15.8
ethnicity	6.3	5.9
sex M	45.4	49.3
sex F	54.6	50.7
p/t	20.6	25.8

88

>> action

reflect & consolidate

Reflection
Consolidation
>>> Action!

JEDL taking action

89

Review → Action!

90

>> action

reflect & consolidate

WTFH P

JEDL: action plan

my company / department	me / my team
1	
2	
3	
4	
5	

91

Development through Delegation

The dripping tap

Customer Service Grid

Top 10 LinkedIn Posts of 2021

TED talks

TV & Movie Clips

Podcasts

free resources,
podcasts, videos, tips,
etc...

effectivelearning.co.uk

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