



Doing
Diversity
Differently

Creating a more inclusive and
anti-racist culture at Caius



The Context



Part 1:
Black Lives
Still Matter



Demographic
vs. Cognitive
Diversity



A whistle-
stop tour of
terminology



The experience of students at Cambridge



“...race has not been acknowledged as relevant to the whole intellectual experience at Cambridge...”.

“you feel like you have to be strong. My mum says just keep fighting, just get that degree”.

“...my friends have changed their hairstyles and said that people no longer recognise them”.

“If you enter certain classes, you may be the only person of colour there...”

“...do I really belong here? Am I really the type of person they are looking for? Was I just a pity acceptance?”

“...I am fighting for every other black person I know who needs to occupy these spaces”.

“even though I was glad that I studied here, there were times where I felt like an imposter and totally out of my depth”.

“...you are very aware that you are black”.

“...at a social event, someone turned round to me and said “I’m too drunk to use the N-word”.



Race issues
in work and
the education
sector



@AntoineSpeaksOn
Fri 10 Jun 2016 12.36 BST

f t e

930 544

Twitter outrage over image search results of black and white teens is misdirected. We must address the prejudice that feeds such negative portrayals



▲ Images thrown up by Kabir Alli's Google searches for 'three black teenagers' and 'three white teenagers'

This week Twitter user [Kabir Alli](#) posted a video of him carrying out two specific searches on Google. The search for "three white

Race issues in society



What is my
Privilege?



The myth of meritocracy



What is a
micro-
aggression
or a micro-
behaviour?



Part 2:
How can I
turn the dial?



I'm scared
of getting it
wrong or
saying the
wrong thing



1. Learn
about the
lived
experience



2.
Practice
Active
Listening



3.
Validate,
don't
Dismiss



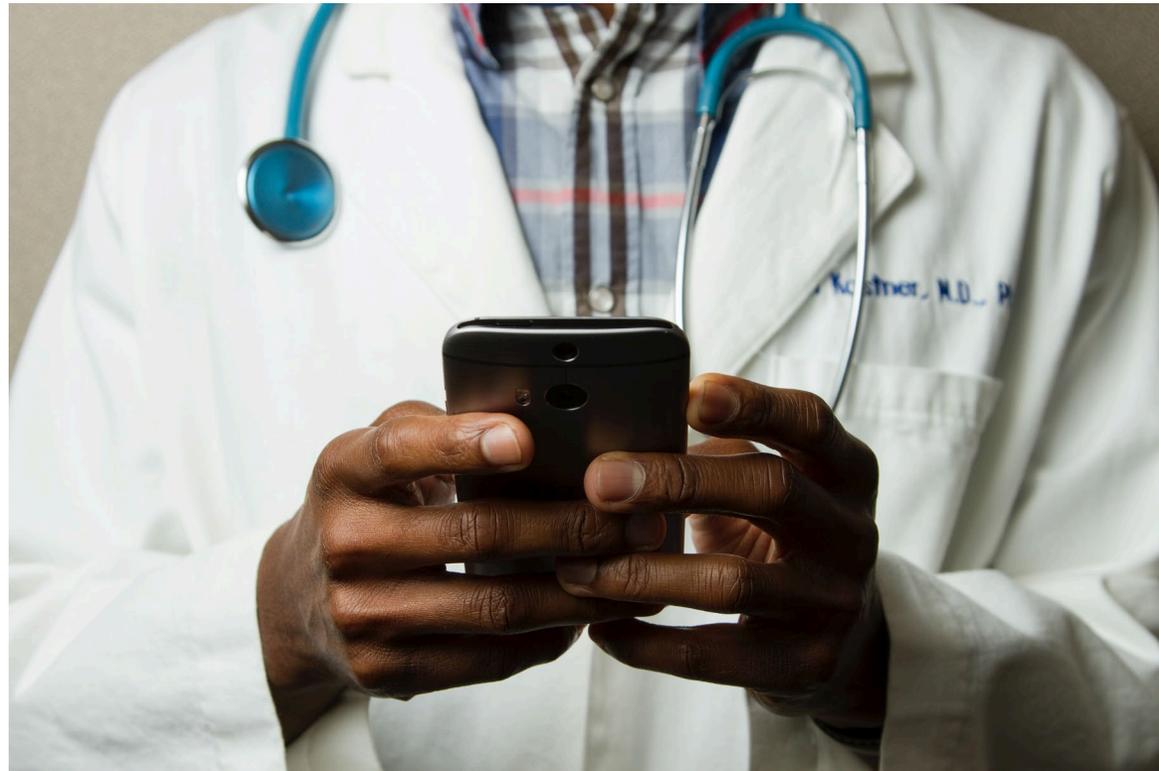
4.
This may be
uneasy and
you need to
be vulnerable



5.
Be curious



6.
Ask.
But also
Don't Ask



7. Calling it out



8.
In a world
where you
can be
anything, be
kind



Part 3:
But what
will this do
for me?



People cover
up up to
83% of who
they are



Are there any quick wins?



Don't try
and be too
inclusive on
this



The screenshot shows the Microsoft Word 365 interface. The 'File' menu is open on the left, with 'Proofing' selected. The 'Word Options' dialog box is open, showing the 'Proofing' tab. The 'Grammar Settings' sub-dialog is also open, showing the 'Inclusiveness' section with 'Sexual Orientation Bias' checked. Orange arrows point to the 'File' menu, the 'Proofing' tab, and the 'Settings...' button in the 'Grammar Settings' dialog.

Office 365
File →
Options →
Proofing →
Grammar and
Refinements →
Inclusiveness



Think about
culture add,
not culture
fit



Where is this
journey
taking us?



Further resources to explore

- The [video](#) of Systemic Racism Explained
- A great [article](#) about White Privilege and the [video](#) about White Privilege
- An [overview](#) of what Microaggressions are
- The [Twitter thread](#) about the Microsoft Inclusivity settings
- An [article](#) on why empathy is a needed leadership
- Some [ways](#) to help you build your empathy
- The [overview](#) of covering up
- An [article](#) explaining the concept of cognitive diversity
- Some high level leadership [strategies](#) to be more inclusive



Doing
Diversity
Differently

www.doingdiversitydifferently.com

chico@doingdiversitydifferently.com