

Diverse organisations and leadership teams are more successful than those which are not.

Based on expert guidance from leading equality and diversity consultant, Femi Otitoju, Video Arts' Diversity, Equality & Inclusion Essentials help you be more aware of your own biases, be a more inclusive leader and empower your team to perform to their full potential.



DIVERSITY
The mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organisations with which they interact.

EQUALITY
Recognising difference, acknowledging past imbalance, maintaining competition and providing equal access.

INCLUSION
Ensuring people feel they belong.

**DIVERSITY IS BEING INVITED TO THE PARTY...
INCLUSION IS BEING ASKED TO DANCE!**

UNCONSCIOUS BIAS

'ʌn'kɒŋʃəs/ 'bi:əs/

(Noun) The instinctive decisions and judgements one makes based on past experience. These decisions are skewed towards one's individual perception of the world.

AFFINITY BIAS

Oh she'll be great, she went to my university!

CONFIRMATION BIAS

Second and fifth results on Google confirms what I thought, so I was right all along!

OUT-GROUP HOMOGENEITY

Oh I know their kind, they're all like that!

INCLUSIVE LEADERSHIP

TEAMS WITH MORE ETHNICALLY DIVERSE EXECUTIVE TEAMS ARE **36%** MORE PROFITABLE.

TEAMS IN THE TOP QUARTILE FOR GENDER DIVERSITY ARE **25%** MORE LIKELY TO OUTPERFORM THE INDUSTRY PROFITABILITY AVERAGE

McKinsey, The State of Organizations, 2023

“COMPANIES CAN MANDATE DIVERSITY, BUT THEY HAVE TO CULTIVATE INCLUSION
Janet Stoval, UPS



- ★ MAKE SPACE FOR THE QUIETER VOICES IN MEETINGS
AMPLIFY THEIR CONTRIBUTIONS IF UNNOTICED OR MISATTRIBUTED
- ★ PAY ATTENTION TO WHO VOLUNTEERS FOR SUPPORT ROLES AND SHARE THEM OUT EQUITABLY

WORKPLACE DIVERSITY

THE 9 PROTECTED CHARACTERISTICS

PREGNANCY AND MATERNITY
AGE RACE DISABILITY
SEXUAL ORIENTATION **SEX**
GENDER REASSIGNMENT
MARRIAGE AND CIVIL PARTNERSHIP
RELIGION OR BELIEF

42%

OF LGBTQ+ EMPLOYEES HAVE EXPERIENCED NON-INCLUSIVE BEHAVIOURS AT WORK.

The Deloitte Global 2023
LGBT+ Inclusion at Work Survey



Platinum
The ~~Golden~~ Rule
Do unto others as ~~you~~ **they**
would want done to ~~you~~ **them**

THINKING OF OTHERS

Not everyone wants to be treated the way that you want to be treated.

Think about what **they** would like, not just what you would like in their position.

RESPECT & INCLUSION AT WORK



The Advisory, Conciliation and Arbitration Service (ACAS) helpline receives around 20,000 calls relating to bullying and harassment each year.
www.acas.org.uk

IT'S THE MANAGER'S JOB TO WALK TOWARDS TROUBLE. DON'T WAIT FOR A 'CRY FOR HELP'. HARASSMENT IS NOT NECESSARILY INFLICTED ON PURPOSE.



MICRO-INEQUALITIES

Small events often ephemeral and hard to prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur whenever people are perceived to be 'different'

Mary Rowe PhD – MIT Institute for Work and Employment Research

WATCH OUT FOR

- Allocating office housework to the same person/people
 - Talking over people
 - Being left off an email list
- Not being introduced at meetings
- Hassled over food choices
- Unsuitable meeting times
- Not bothering to try with foreign names
 - "I'll get the girls to do it"
 - "Man up"