

ANALYSE THIS.

- **INSTITUTIONALISED AND SYSTEMIC RACISM EXIST IN THE WORKPLACE, WE ALL AGREE.**
- **MAYBE THE INSTITUTIONS AND SYSTEMS WERE NOT BUILT FOR DIVERSITY**
- **GODWIN DAUDU-AFiUK OPS MGR**



MISSION STATEMENT.

We equip, build and resource African heritage and Ethnic Minority individuals and their families in the UK with tools, skills and, knowledge to navigate third culture lived experience.

BRIDGE THE GAP.

GROWING COMMUNITY LEADERS.
COLLABORATION & PARTNERSHIPS.
EDUCATION-AMBASSADOR MODEL



WHAT DO YOU SEE?





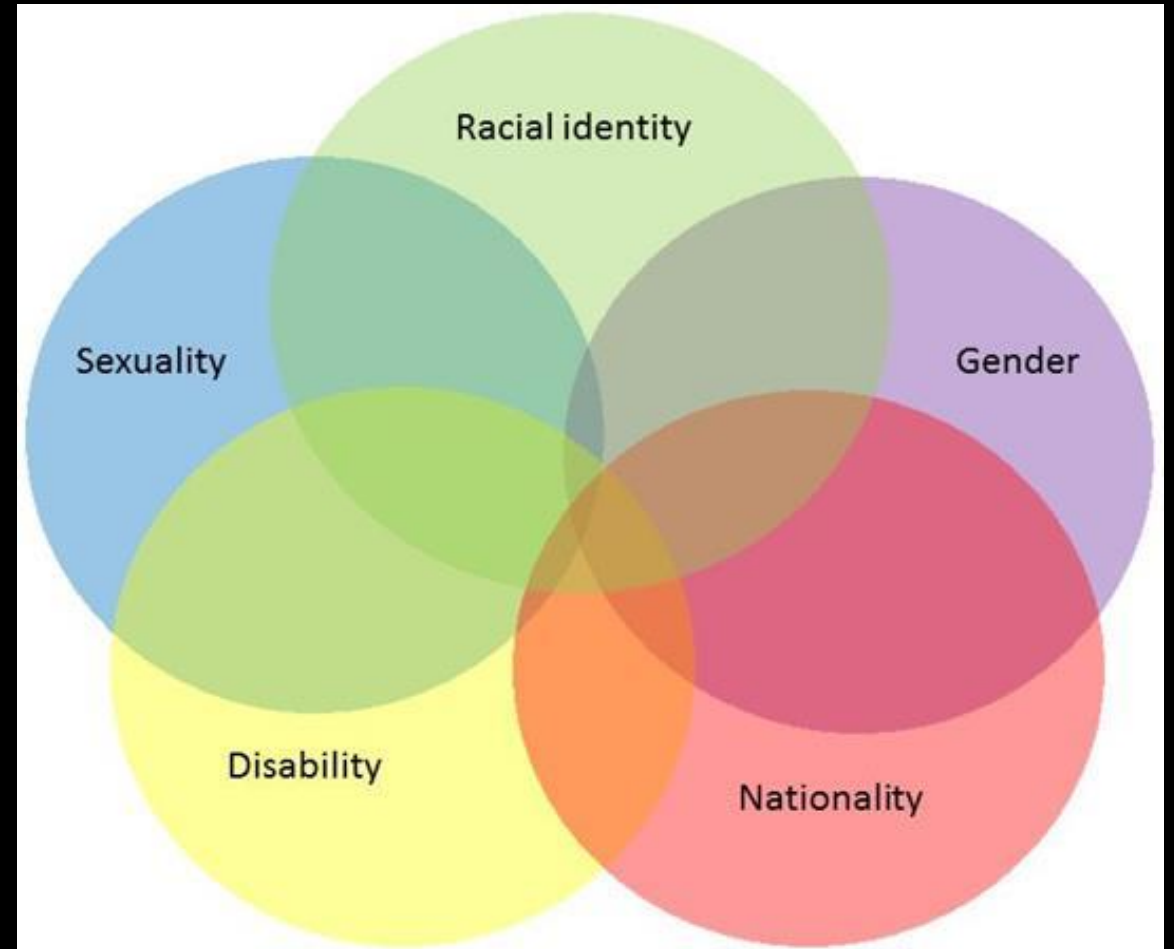
S.N.A.P JUDGEMENTS

- STORY- description TRUE or IMAGINED of events.
- NARRATIVES- stories become INFORMATION/KOWLEDGE for the recipient.
- APPRAISAL- ASSESMENT of SOMETHING or SOMEONE to determine VALUE or scale on the ladder of HIERACHY.
- PERCEPTION- way we REGARD/APPRECIATE/RELATE and decide ACCESS.



INTERSECTIONALITY PROGRAMMES TO SUPPORT UNDERSERVED GROUPS- AMBASSADOR MODEL

- RECOGNITION OF THE DIVERSITY THAT EXISTS IN MARGINALISED GROUPS. DITCH B.A.M.E.
- RECOGNITION AND UTILISATION OF LIVED EXPERIENCE TO RESOLVE ISSUES ABOUT EDI
- INDUCTION TO INCLUDE EDI POLICY STATEMENT.
- CONTINUOUS PROFESSIONAL DEVELOPMENT AROUND PREVAILING EDI CHALLENGES.
- EMPLOY RELEVANT ENGAGEMENT CONSULTANTS.
- MANDATORY INCLUSION OF ONE ETHNIC MINORITY INTERVIEW FOR ALL POSITIONS-NFL EXAMPLE
- MISSION STATEMENT REVIEW TO INCLUDE EDI MESSAGE.
- CULTURAL AWARENESS/SENSITIVITY/ ADAPTABILITY PROJECTS CELEBRATING INTERSECTIONALITY.





WORKING IN PARTNERSHIP.

- COMMUNITY INTEREST GROUPS-CULTURAL AWARENESS
- HATE CRIME TRAINING.
- CULTURAL AWARENESS COMPETENCY WORKSHOPS IN STATUTORY AGENCIES.
- DIALOGUE WITH COMMUNITIES REPRESENTING YOUR WORKFORCE.
- PARTNERSHIPS WITH ESSEX POLICE (LOCAL LAW ENFORCEMENT).
- UTILISE LOCAL COMMUNITY ORGANISATIONS FOR RECRUITMENT AND INFORMATION DISSEMINATION.
- AGREE % OF ETHNIC MINORITY APPLICATIONS (WITHOUT COMPROMISING QUALITY).
- MENTAL HEALTH COUNSELLING OPTION/ LEARNING FROM EVERY CHALLENGING SITUATION.
- HONEST BROOKERS.

PREVENTING CULTURAL HARRASSMENT & DISCRIMINATION THROUGH RECRUITMENT.

- TELL A NEW STORY & BRIDGE THE GAP.
- DIVERSITY-NOT JUST RACE GENDER RELIGION SEXUAL ORIENTATION ET AL.
- DIVERSITY -CREATING A DIVERSE & SMARTER PERSPECTIVE INTO THE WORKPLACE.
- DIVERSITY- ENABLING A PROCESS OF INDEPENDENT THINKING AND SMARTER COLLABORATION.
- HATE CRIME AMBASSADORS-ESSEX POLICE (IAG).
- MICRO-AGGRESSION HURTS.
- PROVEN HARRASMENT /DISCRIMINATION-GROSS MISCONDUCT.





RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really really from?

What are you?

You speak English so well.

You're not like other Muslim people.

What do your people think about that?

You don't act like a normal Black person.

You're really pretty, for someone so dark.

Why do you sound so White?

Your name is too hard to pronounce, can I call you Mary?



CULTURAL AMBASSADORS.

- EDI MANAGER TO ACT AS BRIDGE BETWEEN SNR LEADERSHIP AND TEAM.
- FIRST POINT OF CONTACT.
- MUST HAVE LIVED EXPERIENCE.
- MUST BE OF A MEDIUM TO SNR LEVEL OF MANAGEMENT. (POWER OF INFLUENCE).
- EDI MUST FORM A PART OF COMPANY PNL.
- TARGETS SET AND REVIEWED AT TEAM MEETINGS.
- CELEBRATING CHRISTMAS & EASTER, DEWALI, EID, BAISAKHI OR YULE (WINTER SOLSTICE).



LISTENING LEADERS



TOOLKITS

- EMOTIONAL INTEGRITY MENTALITY TOWARDS STAFF FEEDBACK.
- EDI POLICY ALONGSIDE MISSION STATEMENT.
- WORKFORCE REPRESENTATIVE OF “CUSTOMER” DERMOGRAPHY.
- FEEDBACK ANNONYMOUS.
- 360 MODEL TO INCLUDE EDI.
- SUGGESTION BOX (ELECTONICALLY)

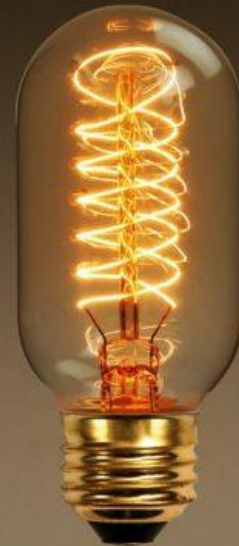
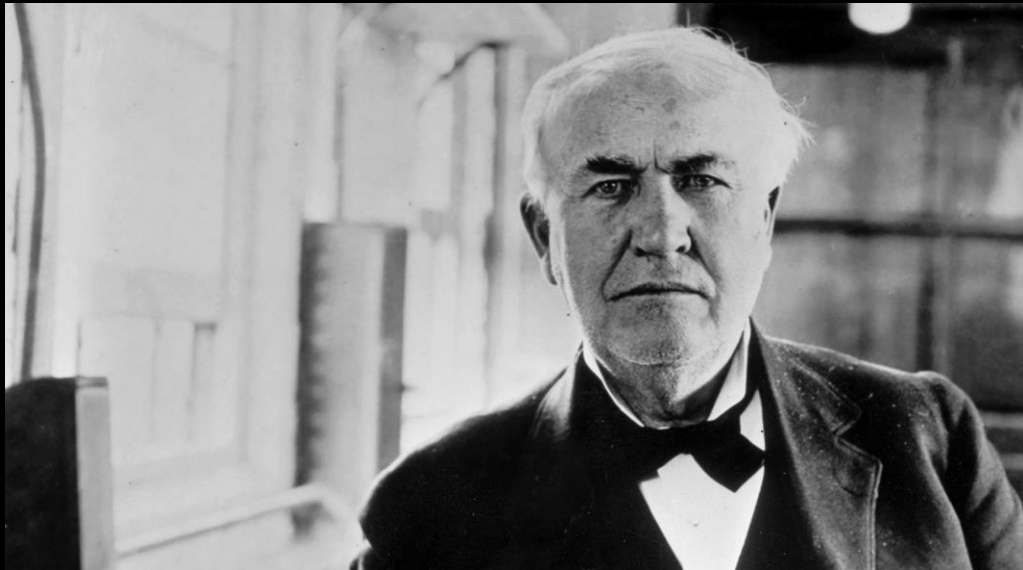
LISTEN TO UNDERSTAND & REPAIR



STEREOTYPICAL
IMAGE,
RIGHT?.....BUT



THOMAS EDISON WAS THE INVENTOR...BUT



FOUR EPOCH MAKING ACHIEVEMENTS BUT ONLY TWO STORIES TOLD.



UNDERSTANDING THE IMPACT & IDENTIFYING THE OPPORTUNITY.



People will **forget**
what you **said**, people
will forget what you
did, but people will
never forget how you
made them **feel**.

-Maya Angelou

IFORHER.COM

“

Where there is
discomfort, there
is an opportunity
for growth.





*Education is the
most powerful weapon
which you can use to
change the world.*

Nelson Rolihlahla Mandela

1918 - 2013

KNOW BETTER DO BETTER.

“NO HUMAN IS LIMITED”
ELIUD KIPCHOGE

