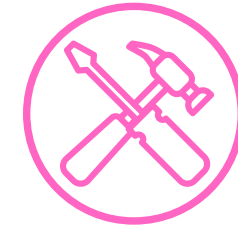


Contact

Diversity and Inclusion Toolkit



**Building welcoming, inclusive community
representation in parent carer forums**



Inclusion and Cohesion Specialist

- 15 yrs experience Building Sustainable Communities
- Designed and delivered Diversity & Inclusion (D&I) training for public sector organisations
- Designed and delivered the Anti-Hate Crime Ambassador Program in schools
- Acted as strategic D&I lead whilst in post as Sustainable Communities Manager
- Founder of BCohCo Ltd



**Katie
Donovan-
Adekanmbi**

Learning Together

- A 'brave' space
- Have a discussion
- Share ideas
- Ask questions
- Trigger Warning
- Taking care of yourself



**Please turn off your mics and
avoid any other distractions**

What we'll consider

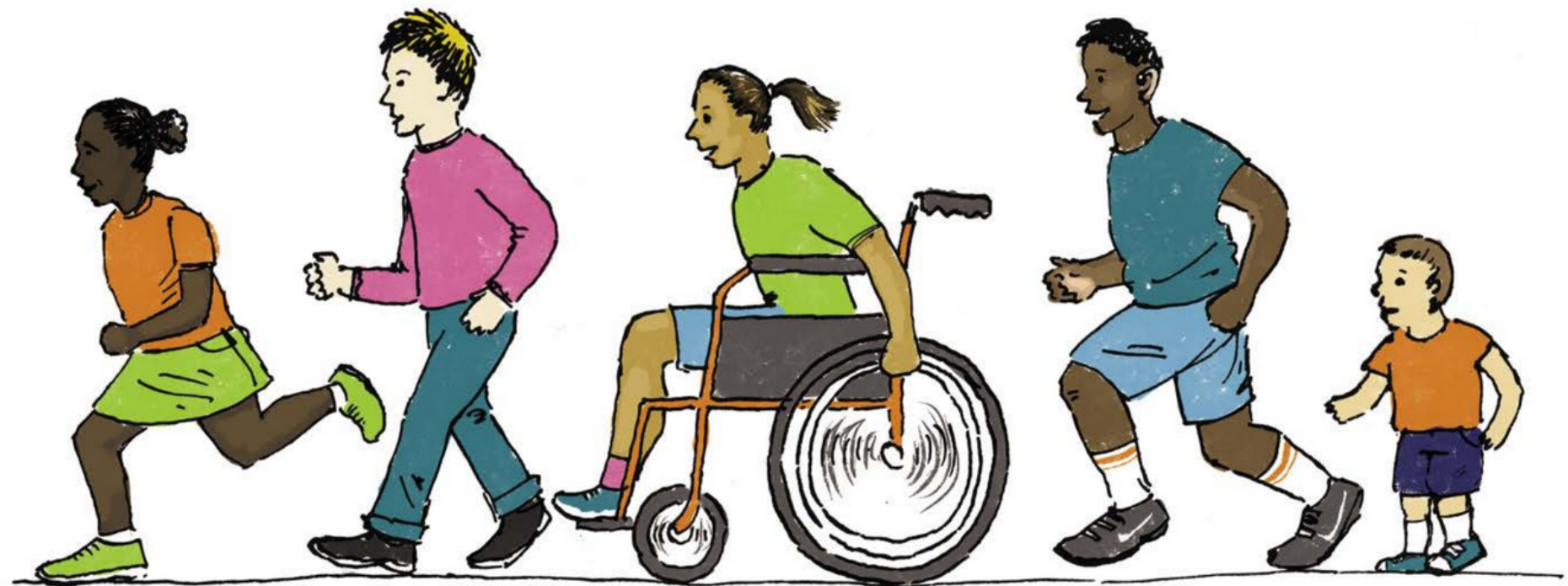
- EDI - Equality, Diversity and Inclusion
- Seldom Heard Communities defined
- Breakout Activity - Current Engagement, Challenges, Building the Change
- The Business Case



Diversity

... is 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.

<https://frshrm.shrm.org/diversity>



Equality

... is the right of all human beings to be equal in dignity, to be treated with respect and consideration and to participate on an equal basis with others in any area of economic, social, political, cultural or civil life

www.oecd.org

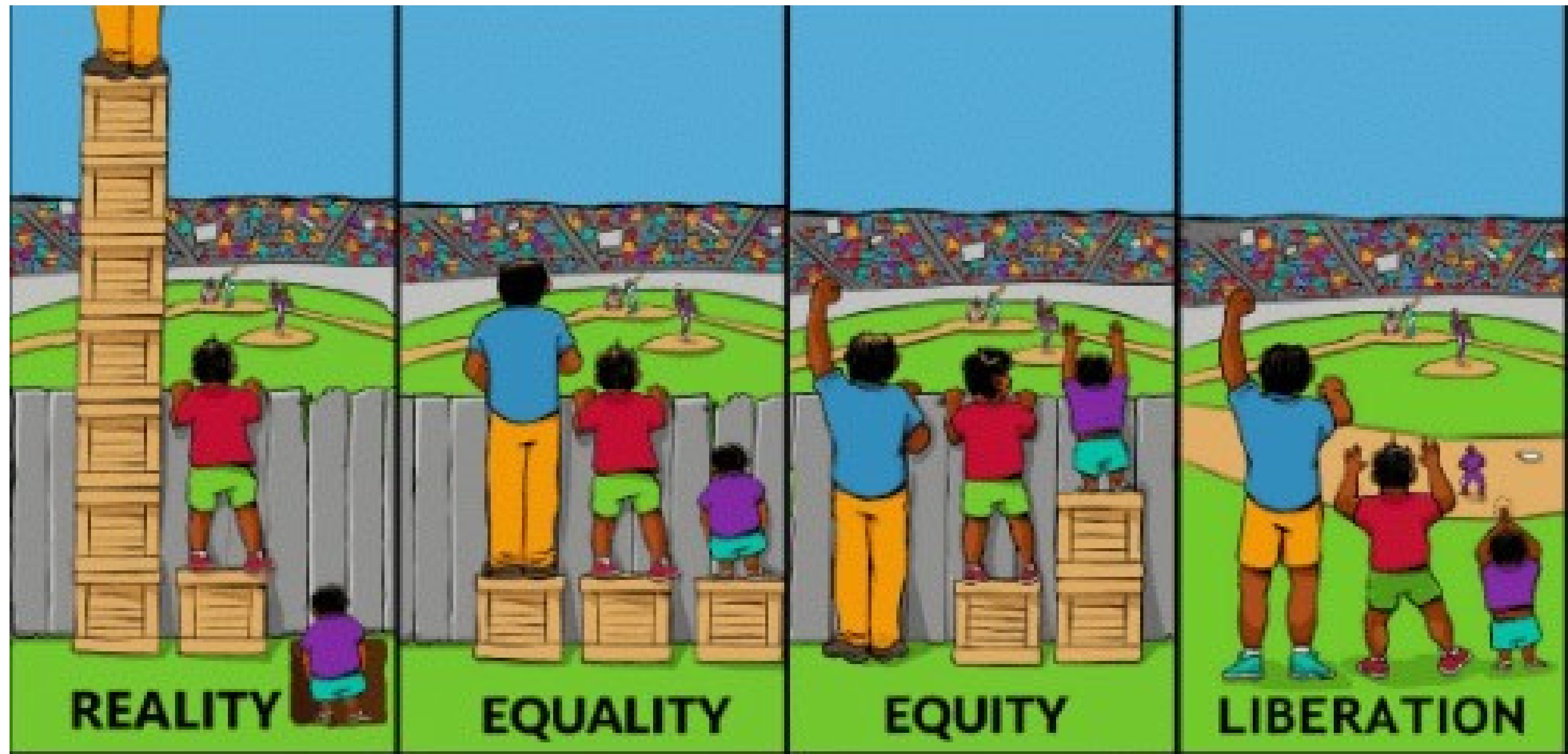


Inclusion

“the act of including; the state of being included”

Merriam-Webster





<https://me.me/i/reality-equality-equity-liberation-equity-in-education>

Maslows Hierarchy of Needs...



The Equalities Act: 9 Protected Characteristics

1.

2.

3.

4.

5.

6.

7.

8.

9.

The Equalities Act 2010: 9 Protected Characteristics

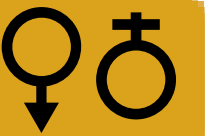
1. Age



2. Disability



3. Gender Reassignment



4. Marriage and Civil Partnership



5. Pregnancy and Maternity



6. Race



7. Religion and Belief



8. Sex



9. Sexual Orientation



What are seldom heard and underrepresented groups?

- Muslim, Traveller, and Jewish Orthodox faith communities.
- Polish, Romanian, Somali, Syrian, African, Indian, and Pakistani communities.
- Families experiencing domestic abuse/substance misuse.
- Families with unsettled ways of life (e.g., former asylum/recent refugee status).
- Very low-income families or families whose income drops suddenly due to a change in circumstances, self-employed.
- Home educated children.
- Families with a disabled adult parent carer and particularly all those with learning disabilities or mental health issues.
- Very young or new parent/carers.
- New to caring role e.g. grandparent/kinship carers/foster carers.
- Rare conditions – children with rare condition, family lacking support network/information.
- Families with limited literacy skills.

What are seldom heard and underrepresented groups?

- Families with limited or no digital skills, limited or non-use of social media platforms.
- Families with health conditions where disclosing status can have a wide-reaching impact.
- Families who do not recognise their child as having a disability.
- Rural or geographically isolated families.
- Lesbian, Gay, Bisexual, and Transgender parents with disabled children.
- Families whose disabled children or their siblings are also transgender.
- Fathers and male relatives and carers of disabled children.
- Parent carers in prison.
- Single Parents, recently divorced or widowed.
- Parents of terminally ill children.
- Parents of children with short-term disabilities.
- Parents who do not qualify for respite or direct payments.

Poll

Is your Parent Carers Forum Diverse?

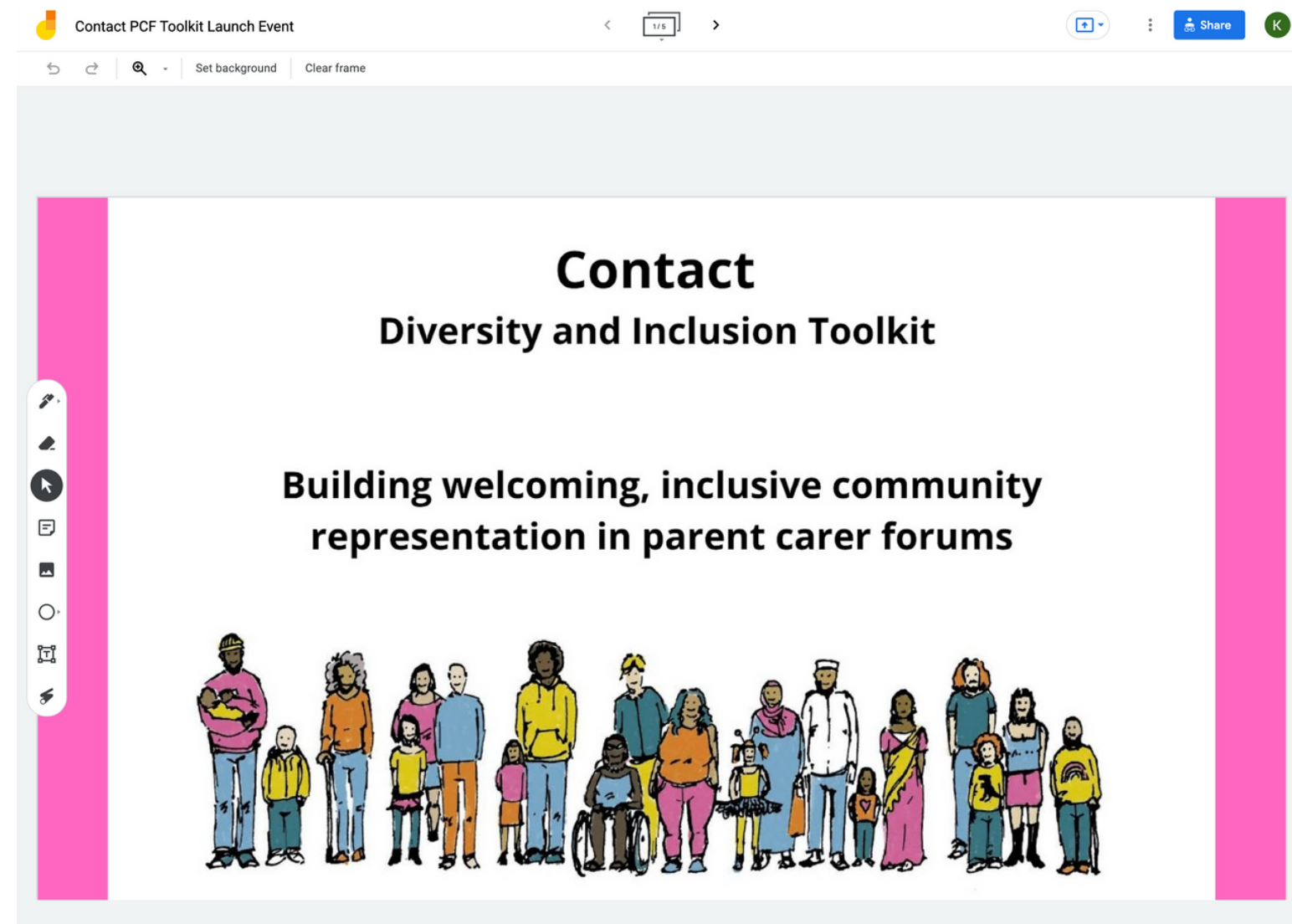
- 1. Yes**
- 2. Somewhat**
- 3. Needs Attention**



Jamboard DIY

1. Open link
2. Scroll through boards
3. Select post its from tool menu

Menu on left
hand side,
select post it
notes...



Breakout

30 Mins



Page 1 - What is currently happening at you PCF to engage seldom heard groups?

Page 2 - What challenges are you facing?

Page 3 - What do you need to build the change?

Feedback

Values Case v's Business Case

VALUE CASES

"It's the right thing
to do and it will
make people
happier"

BUSINESS CASES

"It's the clever
thing to do and it
will improve our
bottom line"

Why?

Profitability: 25%-36% more likely to outperform on profitability

Innovation: Up to **20%** higher rate of innovation

Decision-making: Up to **30%** greater ability of spotting and reducing business risks

Conversely, companies that fall behind their regional and industry peers in diversity, equity, inclusion and belonging see a competitiveness penalty, being 29% less likely to achieve above-average profitability than their market mean. All of these factors are becoming ever more crucial for success in the “new normal” workplace and economy of the future.

QUOTIENTS

Know your Q's

Intelligence Quotient

Signifies mental potential and academic ability.

IQ

Adaptability Quotient

Adaptable talent are more efficient and productive.

AQ

Emotional Quotient

The ability to understand your own and others' emotions, and to use emotional information to guide thinking, behavior, and interpersonal relationships.

EQ

CQ

Cross Cultural Quotient

The ability to cross divides – between geographies, generations, sectors, specializations, backgrounds and beliefs – and thrive in multiple cultures.

<https://commonpurpose.org/leadership-programmes/cultural-intelligence/>

Generation Debate

Characteristics	Maturists (pre-1945)	Baby Boomers (1945-1960)	Generation X (1961-1980)	Generation Y (1981-1995)	Generation Z (Born after 1995)
Formative experiences	Second World War Rationing Fixed-gender roles Rock n' Roll Nuclear families Defined gender roles (particularly for women)	Cold War Post-War Boom "Swinging Sixties" Apollo Moon landings Youth culture Woodstock Family-oriented Rise of the teenager	End of Cold War Fall of Berlin Wall Reagan / Gorbachev Thatcherism Live Aid Introduction of first PC Early mobile technology Latch-key kids; rising levels of divorce	9/11 terrorist attacks PlayStation Social media Invasion of Iraq Reality TV Google Earth Glastonbury	Economic downturn Global warming Global focus Mobile devices Energy crisis Arab Spring Produce own media Cloud computing Wiki-leaks
Percent of Global Population	5%	15%	20%	27%	32%
Aspiration	Home ownership	Job security	Work-life balance	Freedom and flexibility	Security and stability
Attitude toward technology	Largely disengaged	Early information technology (IT) adaptors	Digital Immigrants	Digital Natives	"Technoholics"-entirely dependent on IT; limited grasp of alternatives
Attitude toward career	Jobs are for life	Organizational: careers are defined by employers	Early "portfolio" careers - loyal to profession, not necessarily to employer	Digital entrepreneurs - work "with" organizations not "for"	Career multitaskers - will move seamlessly between organizations and "pop-up" businesses
Communication media	Formal letter	Telephone	E-mail and text message	Text or social media	Hand-held (or integrated into clothing) communication devices
Communication preference	Face-to-face	Face-to-face ideally, but telephone or email if required	Text messaging or email	Online and mobile (text messaging)	Facetime
Technology Milestone	Car	TV	PC	Smartphone	AR/VR

ToolKit Content - How to overview...

- Community Engagement
- Networking
- Recruitment & Retention
- Procurement

Lets Talk...

