

VOX

Membership

Equality, Diversity
and Inclusion
Resource

In this resource you will find:

1 ED&I

- What is Equality, Equity and Diversity and why it is important
- What does the law say about Equality

2 Identifying barriers and Solutions

- What is discrimination
- How to be more inclusive

3 Your Role

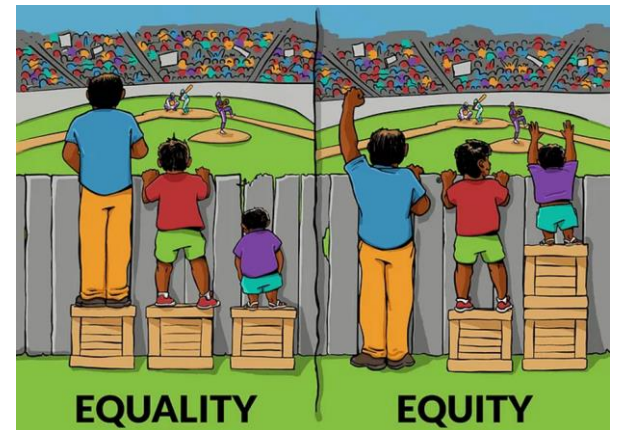
Challenging unacceptable behaviour and sharing your knowledge to others

What is Equality and Equity?

Equality means that we treat everyone fairly and try to remove barriers that may mean people are not treated the same or fairly.

Equity does not mean that the same standard is used throughout.

It recognises that steps must be taken to ensure everyone gets the same chance.



What is Diversity?

Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all the things that make us who we are.

Examples:

Faith/Religion or Belief

Food we like

Culture (music, arts, arts, hobbies, language, clothes)

Work

Home

Education





Pause and reflect

Take a few minutes to think about the visible and invisible differences that make you the person you are.

Don't underestimate the invisible differences.

E.g. your education, family background, position in the family, values, upbringing and so on – the things that makes you 'you.'

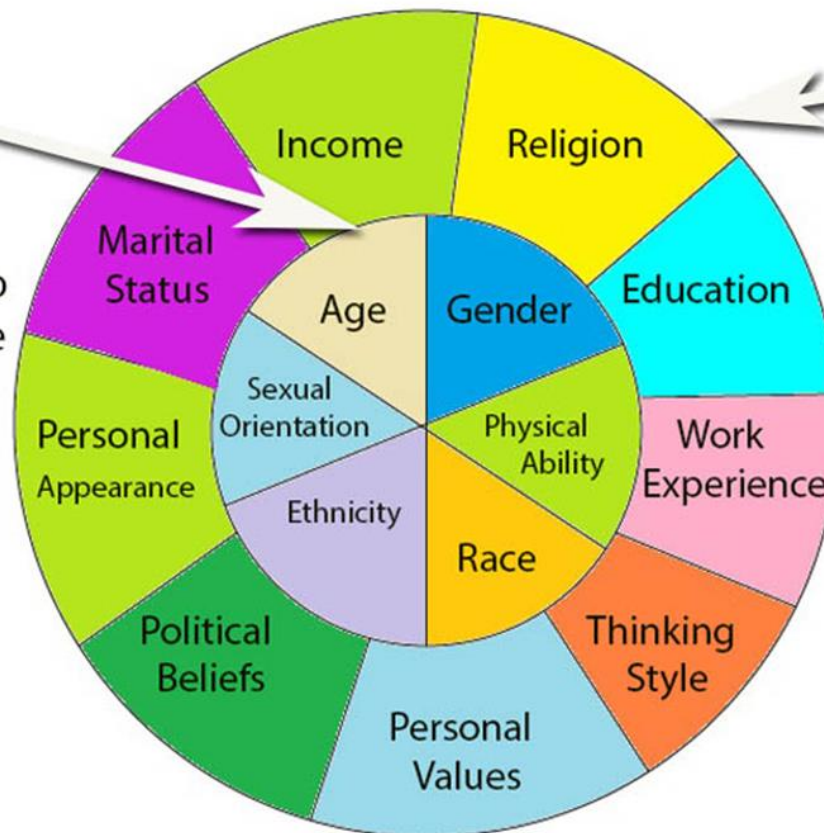
Write these down

Diversity in Action: What makes you... YOU!

Dimensions of Diversity

Inner Embedded Sphere

Which we have no control over as we are born with these aspects of diversity.



Outer Sphere

Which we have some control over and which may or may not change over time.

Why is Equality, Equity and Diversity Important?

Everyone has equal human rights and therefore education, employment and services should be available to all regardless of who they are.

Everyone has individual needs and the right to have those needs valued and respected.

Diversity is the acknowledgement that those differences within and between groups of people should be respected.

By recognising personal views, you can prevent discrimination from happening, both personally and by challenging others.

What does the law say?



The Equality Act of 2010 sets out a guidance for all that may face challenges due to who they are. There are 9 'protected characteristics' that are supported under the Equality Act.

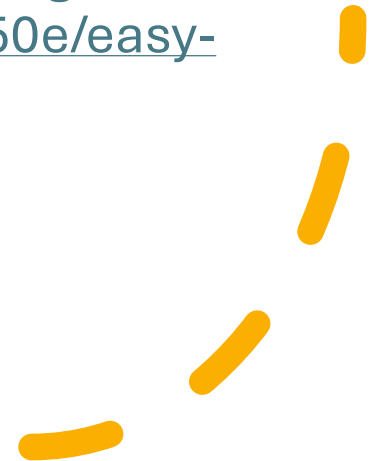
How are people protected?

Individuals can report unlawful incidents when they have been subject to the following:

Discrimination: the unjust or harmful treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability etc

Indirect discrimination, harassment, victimisation. For more information on these you can visit

<https://assets.publishing.service.gov.uk/media/5a798cf6ed915d042206950e/easy-read.pdf>



Examples of direct & indirect discrimination

Type of Discrimination	Definition/Explanation	Example
Direct Discrimination	It is when a person with a disability is treated less favorably than another person without a disability because of the person's disability. This is the most obvious form of discrimination	A person with a disability is not given a license/job because it is assumed that their disability will prevent them from operating a vehicle or carry out duties in the job description
Indirect Discrimination	This occurs when there is an unreasonable practice, policy or rule that is applied to everybody equally but which results in an unfair, disproportionate effect on people with disabilities	The only way to enter a building is by stairs. This unfairly discriminates against a person who uses a wheelchair as they may find it difficult to enter the building.

Intersectionality

Most people fall under two or more 'protected characteristics' and therefore can be discriminated against due to several factors. This is called 'intersectionality' An example of multiple identities and discrimination could be:

A young Roma woman is discriminated in the labour market because she is **Roma** and is perceived to be 'dangerous', because she is a **woman**, and is therefore 'bound to have children soon', and because she is **young** and therefore unexperienced.



Time out for reflection

- How many people including yourself do you know that could face discrimination due to inequalities?
- What types of discrimination could they be facing?
- Are any of these people including yourself in danger of being discriminated against due to multiple identities
- What could be the impact on people who face inequalities and discrimination?
- What more could be done to reduce discrimination and inequalities in your circle? (if anything)

Inequalities in Mental Health

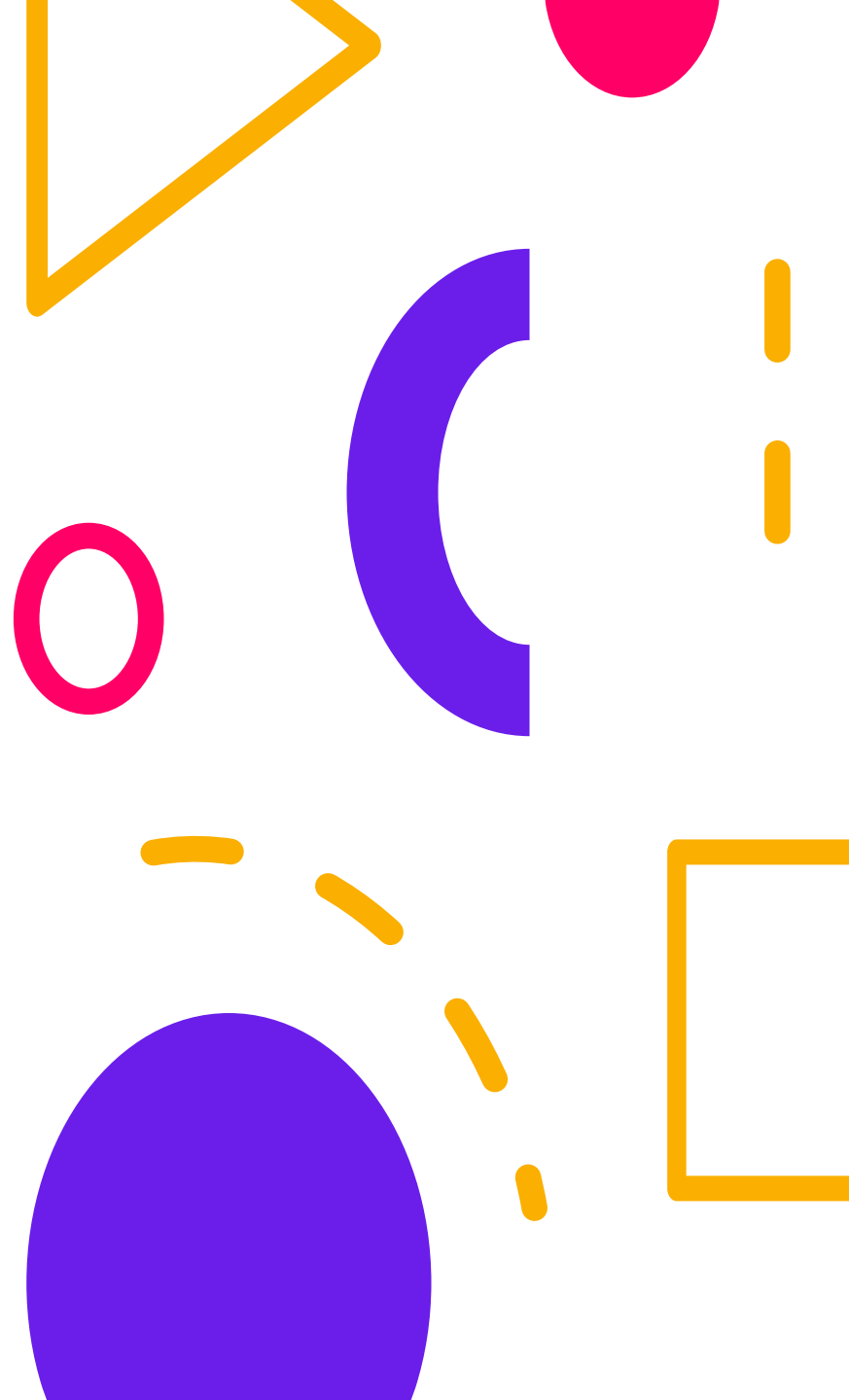
Source:

<https://www.centreformentalhealth.org.uk/publications/mental-health-inequalities-factsheet>

- There are many reasons in our lives that can have an impact on our mental health ranging from positive parenting and a safe place to live, to experiencing abuse, oppression, discrimination or growing up in poverty.
- Most people experience poor mental health at some point in our lives and this is mainly due to our circumstances and surroundings.
- Not receiving the right care at the right time can have a major impact on our lives longer term.
- Those with lived experience and from multiple 'protected characteristics' are more often further excluded because of who they are.

Examples of multiple inequalities in mental health

- People who identify as **LGBT+** have higher rates of common mental health issues and lower wellbeing than heterosexual people and the gap is greater for **older** adults (over 55 yrs) and **younger** (under 35) than during middle age.
- **Children and young people** with a learning disability are 3 times more likely than average to have a mental health problem.
- **Black adults** are the least likely ethnic group in receipt of medication for mental health, or counselling, or therapy.



Inclusion

Inclusion is seen as a universal human right.

The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need.

It is about giving equal access and opportunities and getting rid of discrimination and intolerance (removal of barriers)

How to be more inclusive


We can bring into our awareness that language or attitudes we may hold unconsciously or consciously towards a group of people.

This is normally due to what we hear and see around us. It could be language our parents/friends and colleagues use that are not acceptable or what we have seen in the papers or online.

As VOX members, we may know what it is like to live and be treated unfairly so our core values do include respect, dignity and promoting equal rights.

- developing your understanding of equality, diversity, and inclusion further by looking at the impact this has on others.
- Be more inclusive in what you say – dignity and respect
- behaving appropriately and being sensitive to the potential impact of behaviours on those around you
- seek advice and support as needed to deal with any equality and diversity issues you come across
- reporting discrimination and other unacceptable behaviours





Other types of unacceptable behaviour

One example we often come across is bullying. This takes many forms which can normally be divided into 4 types:

- verbal bullying – when somebody says something which is unacceptable or threatening to another person
- physical bullying – when somebody hurts another person's body or damages their possessions
- social bullying – when somebody does things that hurt another person's reputation, relationships, or social standing with their social group
- cyber bullying – when somebody uses digital technology to humiliate, embarrass, threaten, or torment another person



Pause and reflect

Think back to a time when you have been victim or witness of bullying and or harassment

Ask yourself what you did about it. Did you?

- Stay silent
- Agree with it
- Make a comment though did not take this further
- Tried to stop it
- Reported it so that this could be dealt with through proper channels.

Most people stay silent



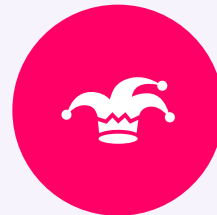
We all want to 'fit in' and sometimes we are ignoring our true opinions as a way of increasing our sense of belonging and reducing the risk of being an 'outsider.'



Doing nothing implies you agree with the behaviour. Silence is the most common response.



We may think we're doing no harm by ignoring the views of a vocal minority – after all not speaking out against them isn't the same as agreeing with them, is it?



By saying nothing when people tell jokes, exclude others, or exhibit other inappropriate behaviour, we reinforce the way things are.

Staying silent can cause more harm



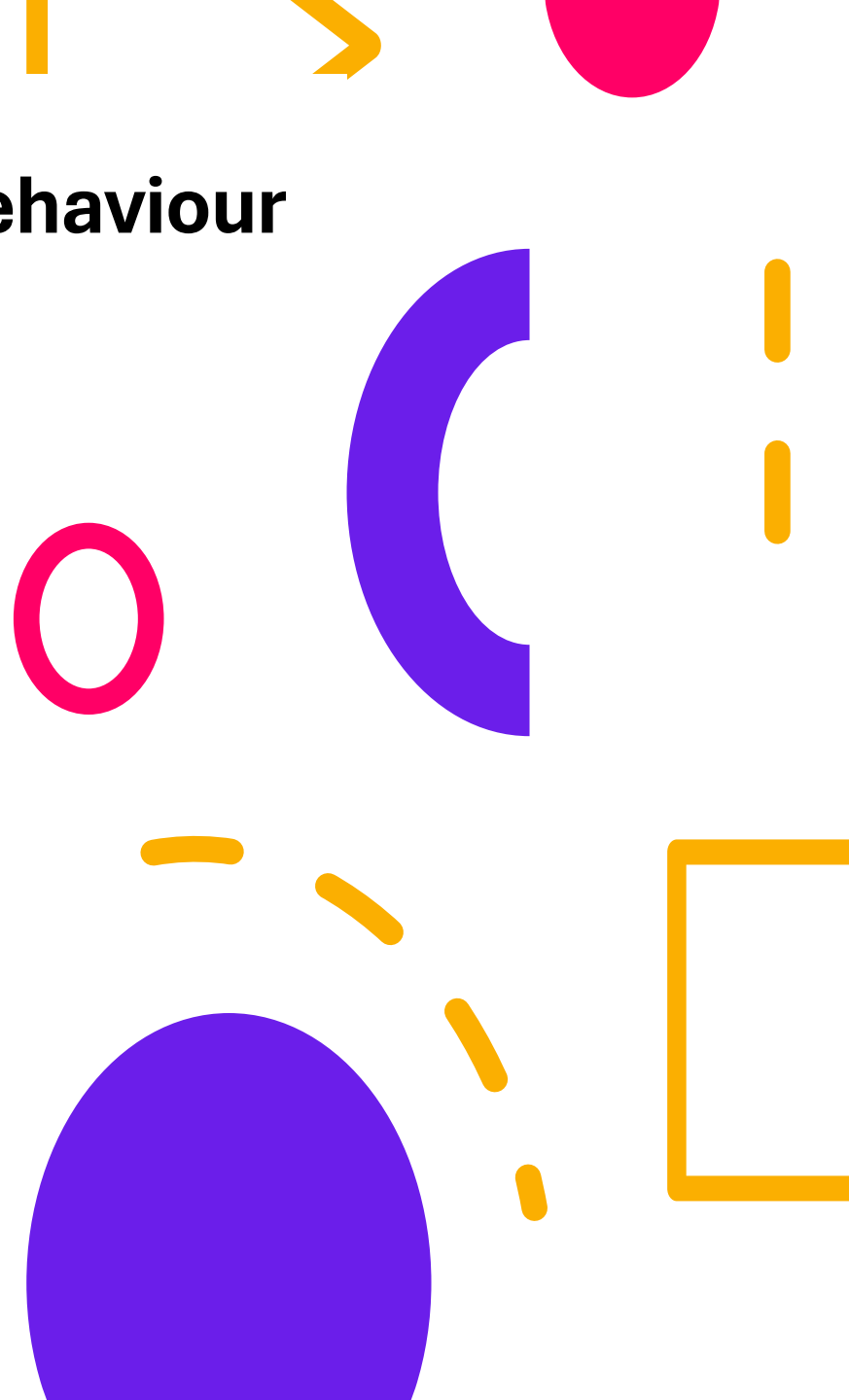
Others try to tell themselves that there's nothing wrong: "It's only a joke" or "It's just banter" so there's no harm done. Often, people who deny anything is wrong are avoiding the painful prospect that inequalities and discrimination do exist, or they feel they have something to lose by acknowledging it.



Laughing at inappropriate jokes amounts to joining in the bullying or discrimination. Agreeing that someone "only got picked because they're black or a woman, or blonde ..." is active co-operation with the discrimination.

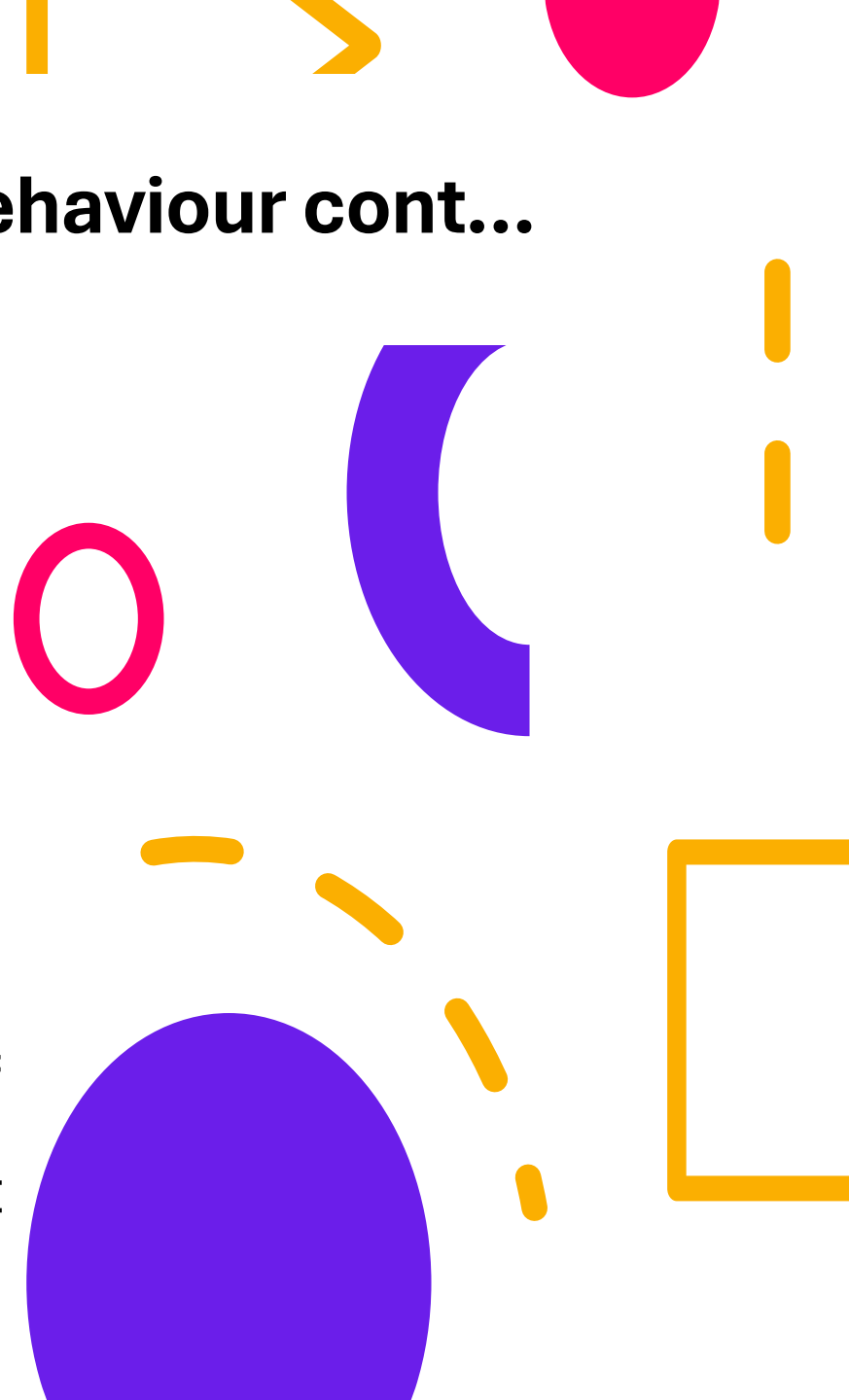
How to challenge this behaviour

- Challenge the idea, not the person.
- Challenge inappropriate language and stereotypical remarks. Often people don't realise the language they use is inappropriate unless it's pointed out.
- Naming the form of discrimination may help – “Saying that makes you sound racist/sexist/homophobic when I'm sure you're not.”
- Speak out against jokes/slurs that target people or groups. Refusing to laugh is not enough.



How to challenge this behaviour cont...

- Be knowledgeable; provide as much accurate information as possible to reject harmful myths and stereotypes. Discuss the impact of prejudicial attitudes and behaviour.
- Support those who are targets of harassment or bullying. Stand up and be counted. Accompany them if they wish to make a complaint or give an account of what you witnessed.

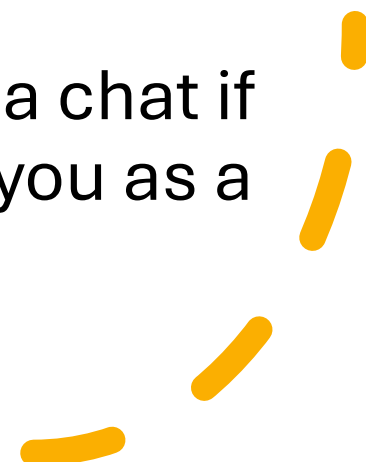




Our duty as VOX members

We are working towards building our knowledge of diverse equalities groups and you can do your part by voicing any forms of inequalities and concerns that you may have come across within the membership.

You can contact us confidentially and have a chat if something is bothering you as a victim or as a witness.



Discussion and Questions?

www.voxscotland.org.uk

