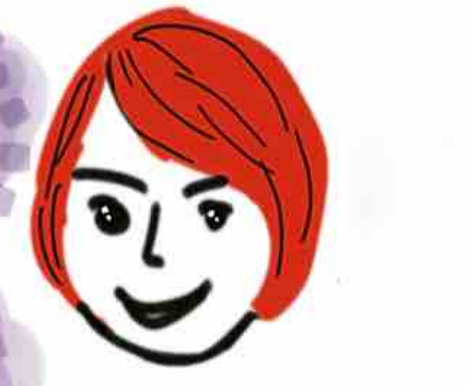


HOW TO DEVELOP A CULTURE THAT PROMOTES INCLUSION

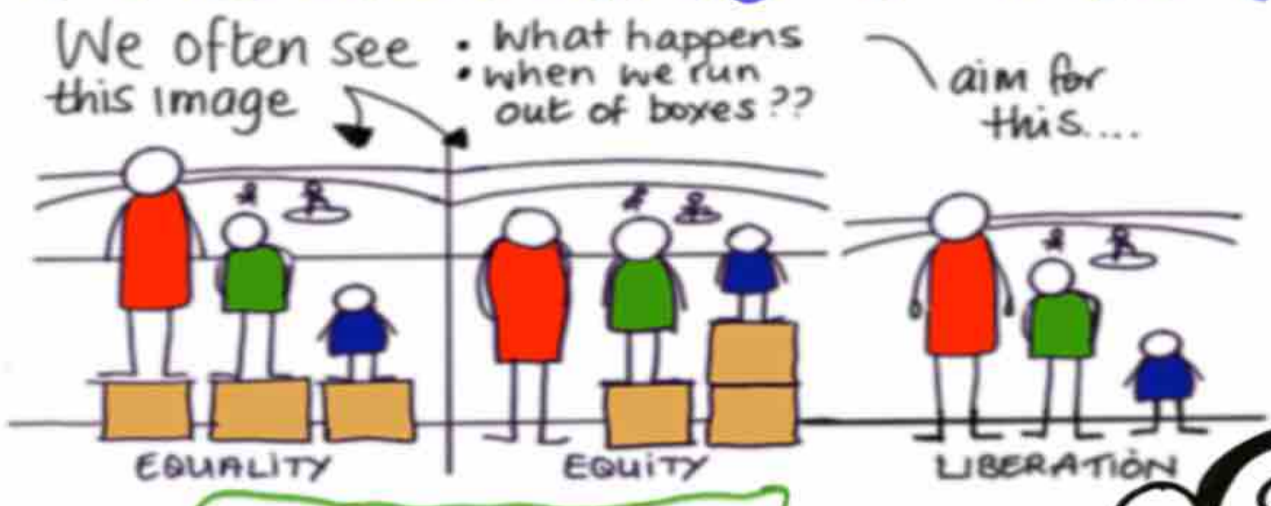
October 9th 2020 #CollaborativeNW

Deborah Davis



MD NHS
NW Leadership Academy

OWNING YOUR PRIVILEGE
SEEING A WOMAN SHUT DOWN IN A MEETING & YOU CALL IT OUT AND BRING HER BACK IN.

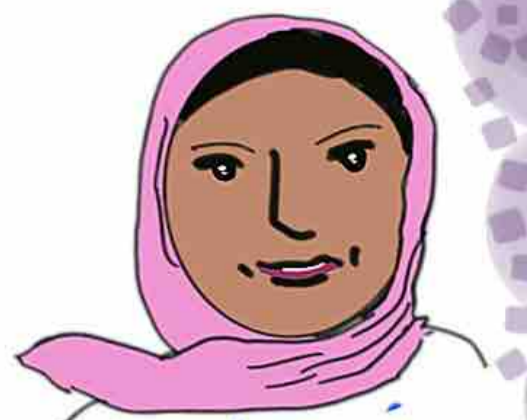
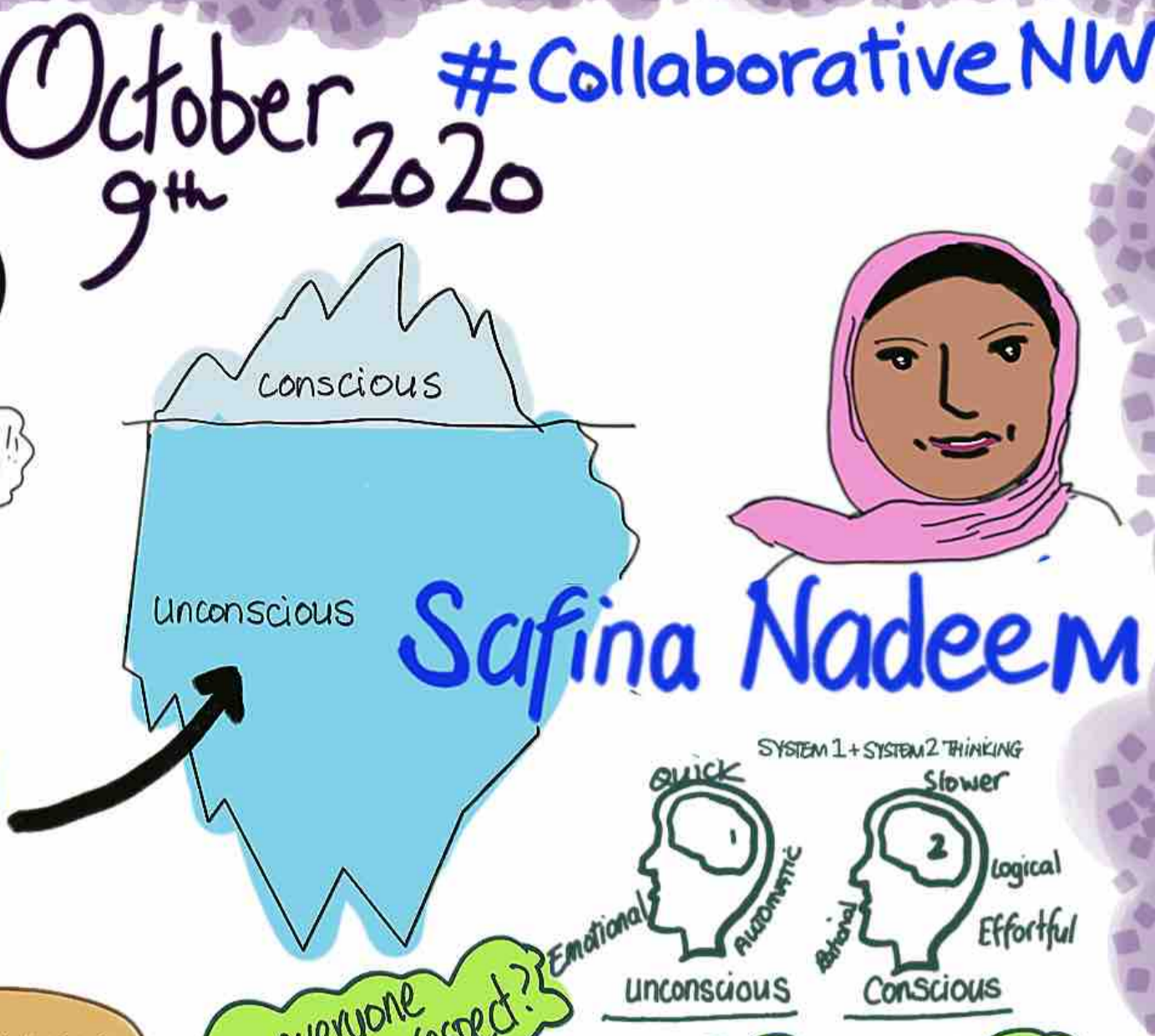


TREATING PEOPLE LIKE INDIVIDUALS; THAT IS NOT TREATING THEM ALL THE SAME!
ALLY = WORK TOGETHER FOR CHANGE
LISTENED & NOT JUST HEARD

Strengths & weakness
Knowledge - go + learn so you can dismantle privilege
Ask... is there someone there that would be challenging me if they could???

INTENTIONAL CONVERSATIONS REFLECTING ON SELF
CHALLENGE THIS IF YOU HEAR IT
SELF REFLECTION

"I don't see colour, sexual orientation or whether people R disabled"
We should take time to be aware of peoples lived experience. We should see people as individuals & from their lifes experiences
Arrgg!



Safina Nadeem

PRIVILEGE
Is this conversation uncomfortable frame it in an understandable way
NEED TO UNDERSTAND INTERSECTIONALITY

Invite people in and don't just go to like minded people... forget hierarchies (re) band 2 - 2 plus

#BLACK LIVES MATTER

Don't issue a statement if you don't have an action & don't just do an action plan... it's a call to action!!!

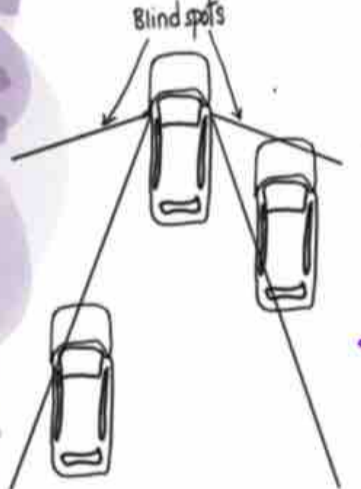
- Check your networks**
- LIST 1 Who are the 3 people you trust at work & are comfortable talking freely with
 - LIST 2 3 people you would invite to a leaving do/meal - not same as list 1
 - LIST 3 3 others you may take time to say hello to or ask how they are doing - not from list 1 or 2.

- CHECK**
- How many BAME?
 - How many LGB?
 - How many Trans people?
 - How many are muslims?
 - How many are disabled?
 - How many share your gender?

Disrupt your internal conversation widen your circle of trust
Understand your own core values
recognise & adjust your lens

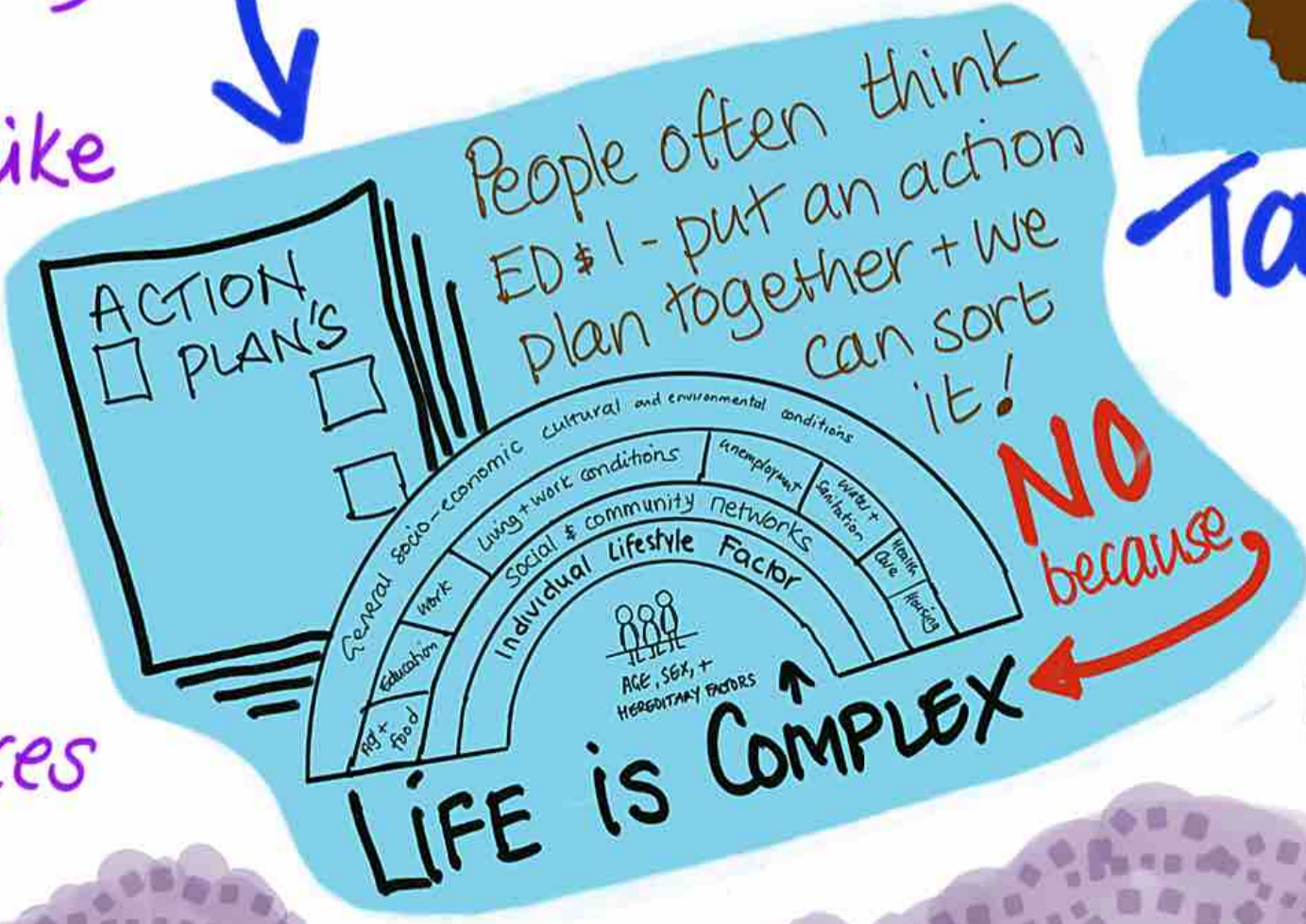
Is everyone treated with respect?
are some people given more info than others?
Is everyone treated equally?
Is everyone's point of view appreciated?
Does everyone feel valued?

Absence of experience



We need to make an effort to deliberately see because; think about it like cars.....

Cars have blindspots no matter how much you look in mirror you will miss things - so be aware & look at others experiences & VIEWS



Tara Hewitt

