Doing
Diversity
Differently

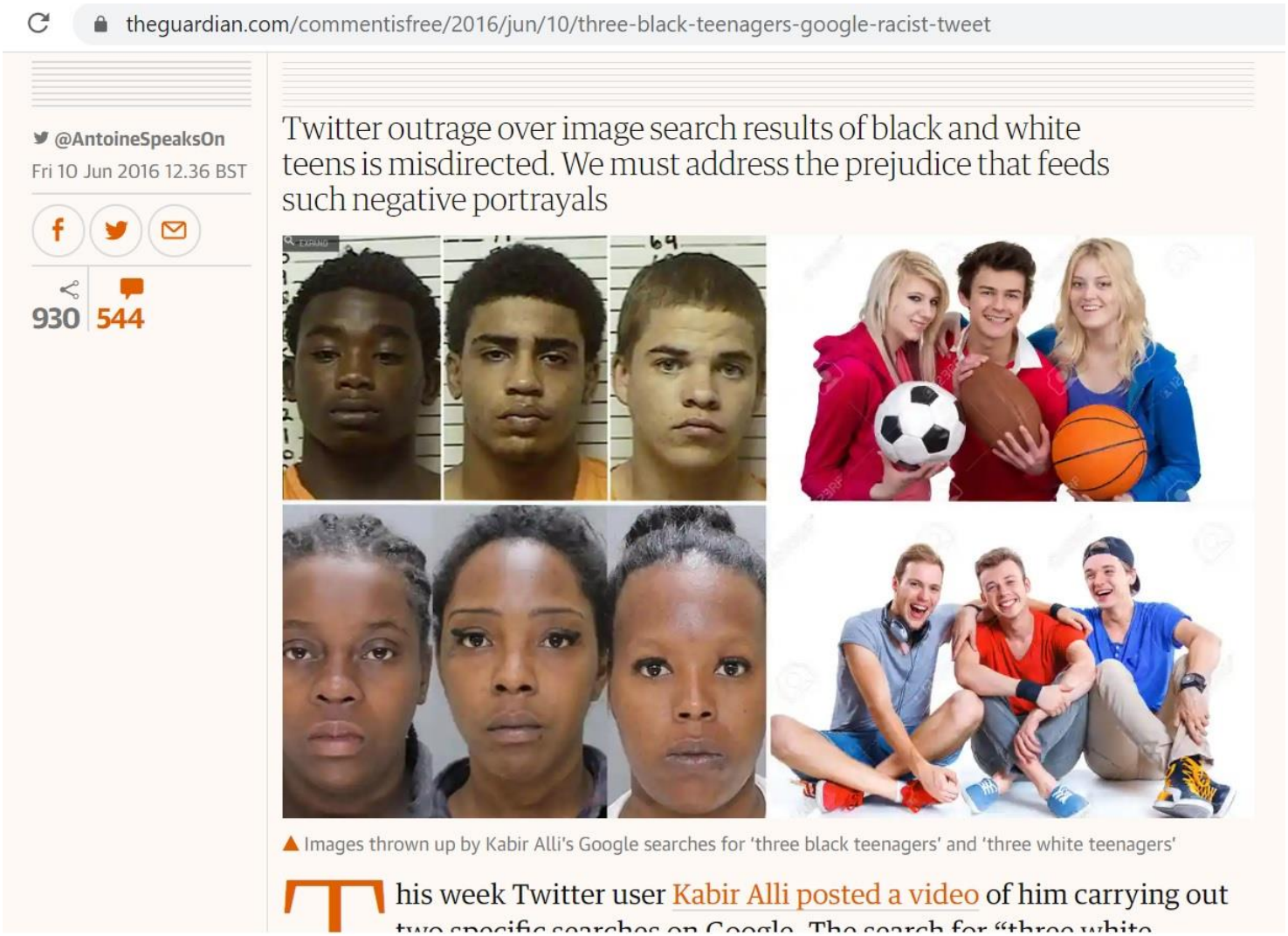
HELPING CAIUS BECOME A LEADER ON RACE ISSUES IN CAMBRIDGE AND BEYOND

The world is hurtling forward for fundamental change

Political views don't affect us as academics, do they?

Defining diversity

Part One: Race issues in work and the education sector



Race issues in society

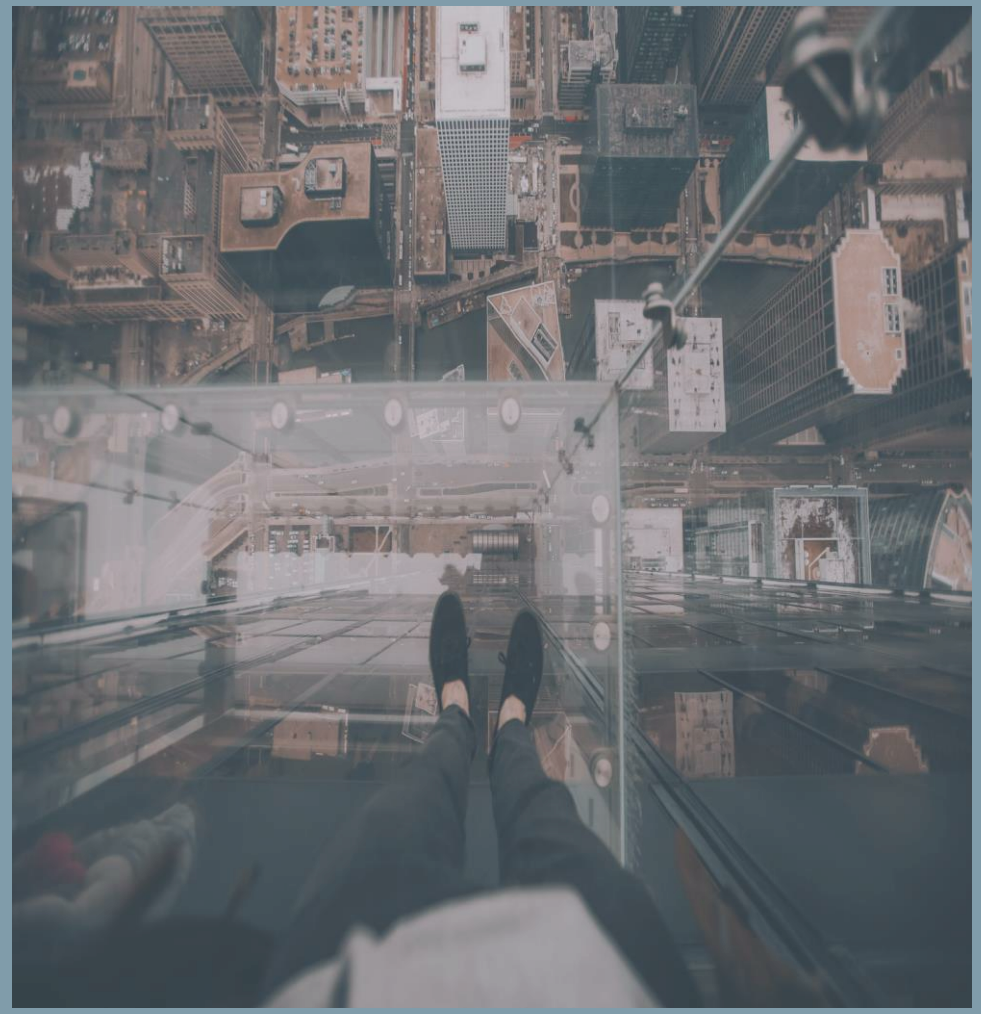
Exploring the concept of Privilege

The myth of meritocracy

What is a micro-aggression?

Part 2: So how do I start the conversation?

How do I even begin to start to understand this?



I'm scared of getting it wrong or saying the wrong thing

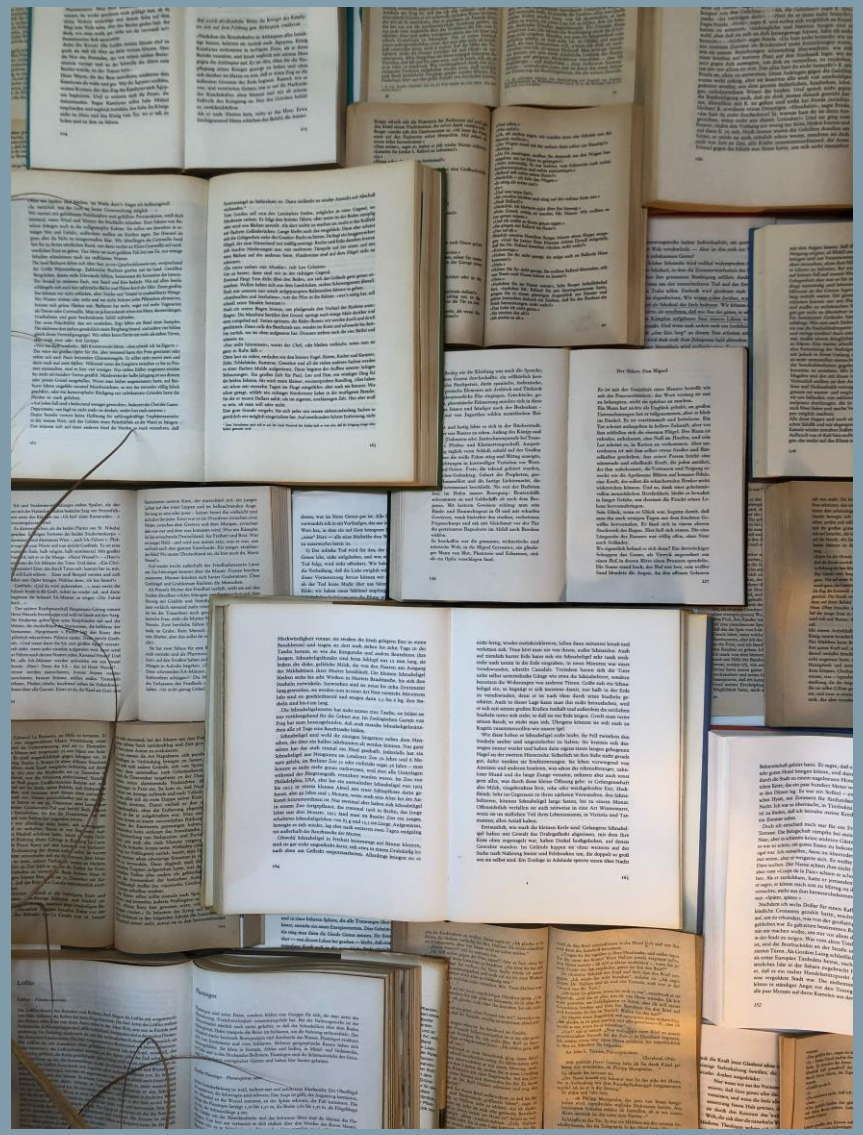
1. Understand the true meaning of empathy

2.
Think about what works for your staff and students

3. Framing the question

4.
This may be uneasy and you need to be vulnerable

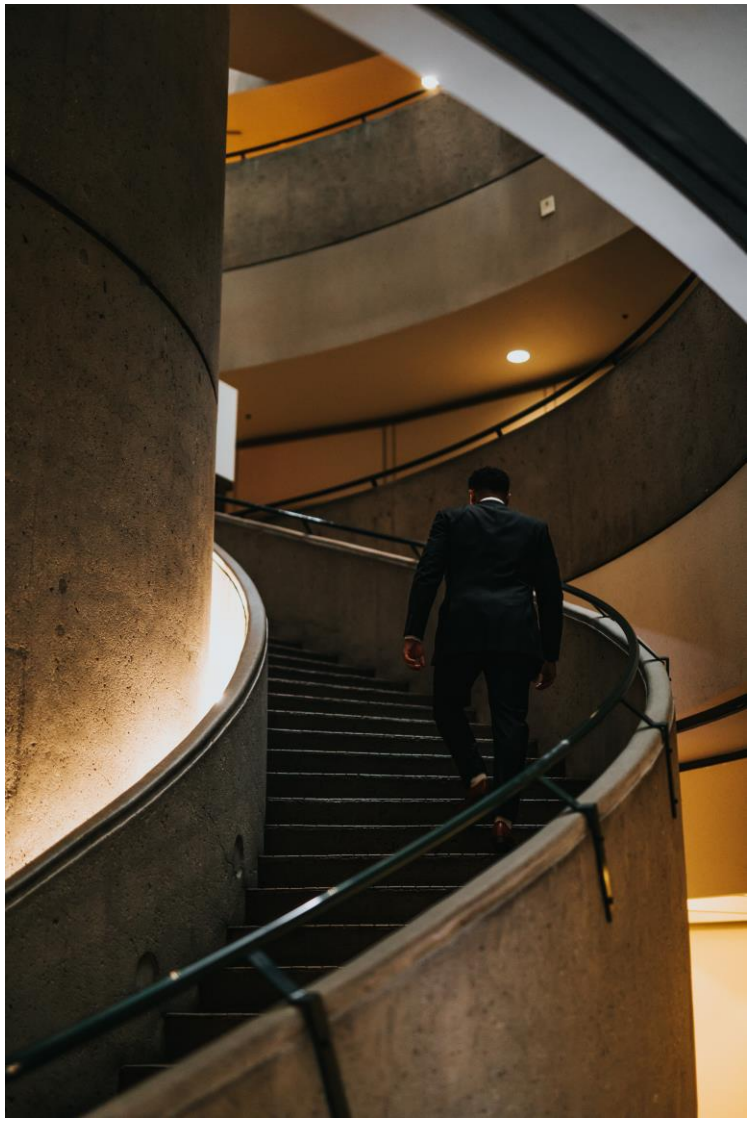
5.
Be curious



6. You may have different perspectives

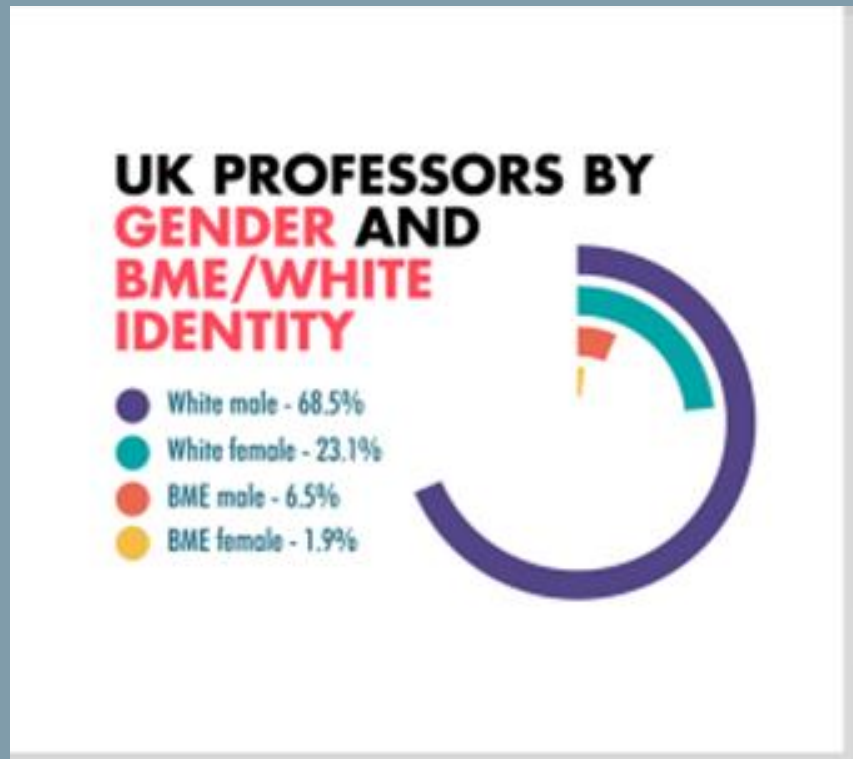
7.
Act upon the insight swiftly and accurately

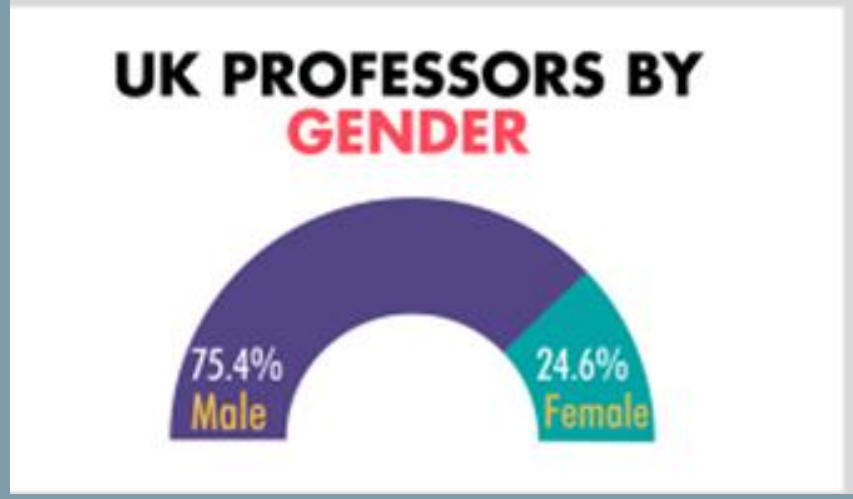
8.
In a world where you can be anything, be kind

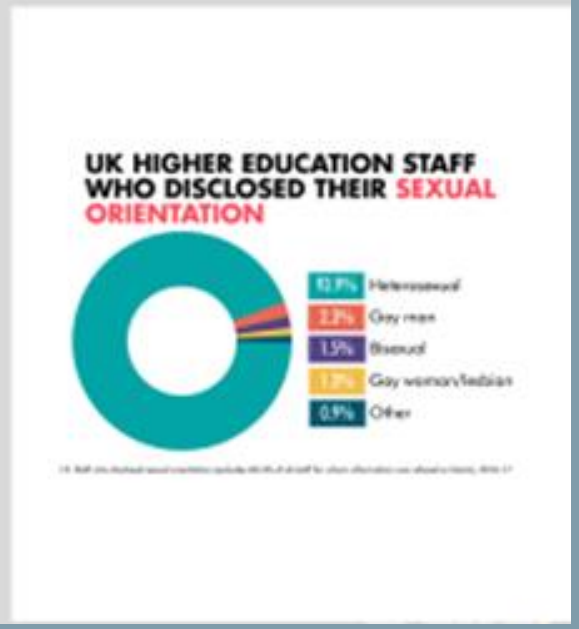


We've talked, now what are the next steps?

Will all this actually work?

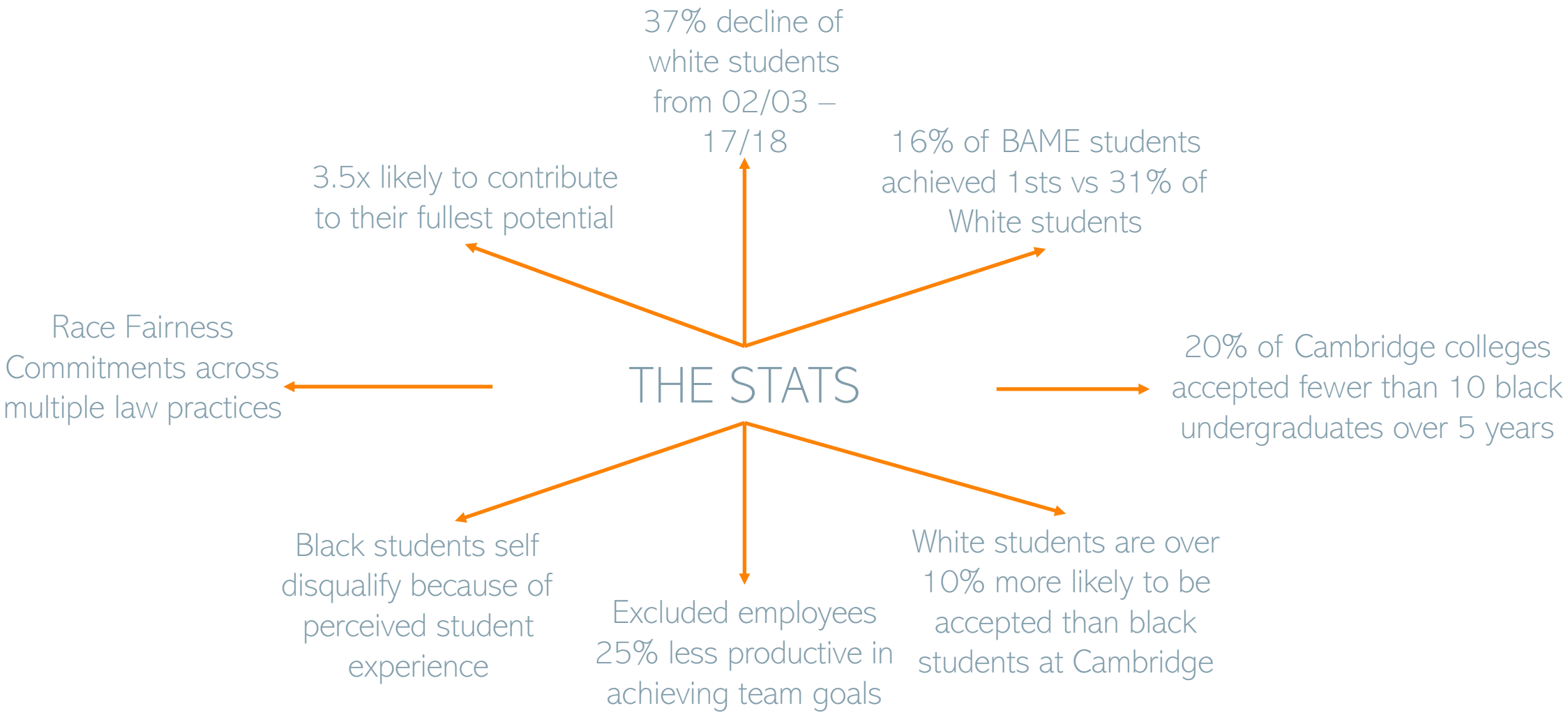






What does the sector look like?

Diversity, Inclusion and Belonging and are inextricably linked to results



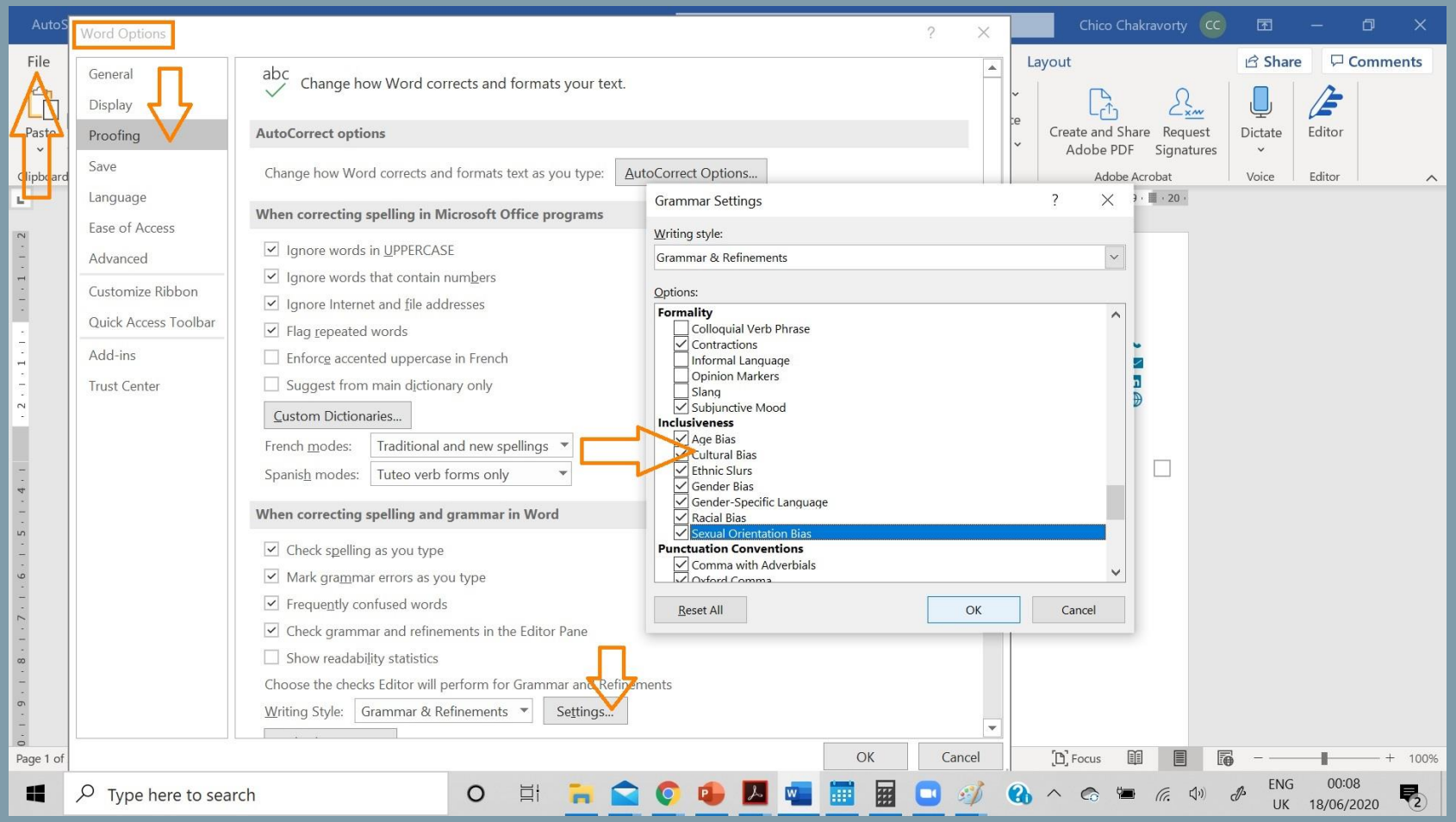
Covering up

What will Caius send out to the world?

Part 3: So just talking and doing is enough?

Are there any quick wins?

Don’t try and be too inclusive on this



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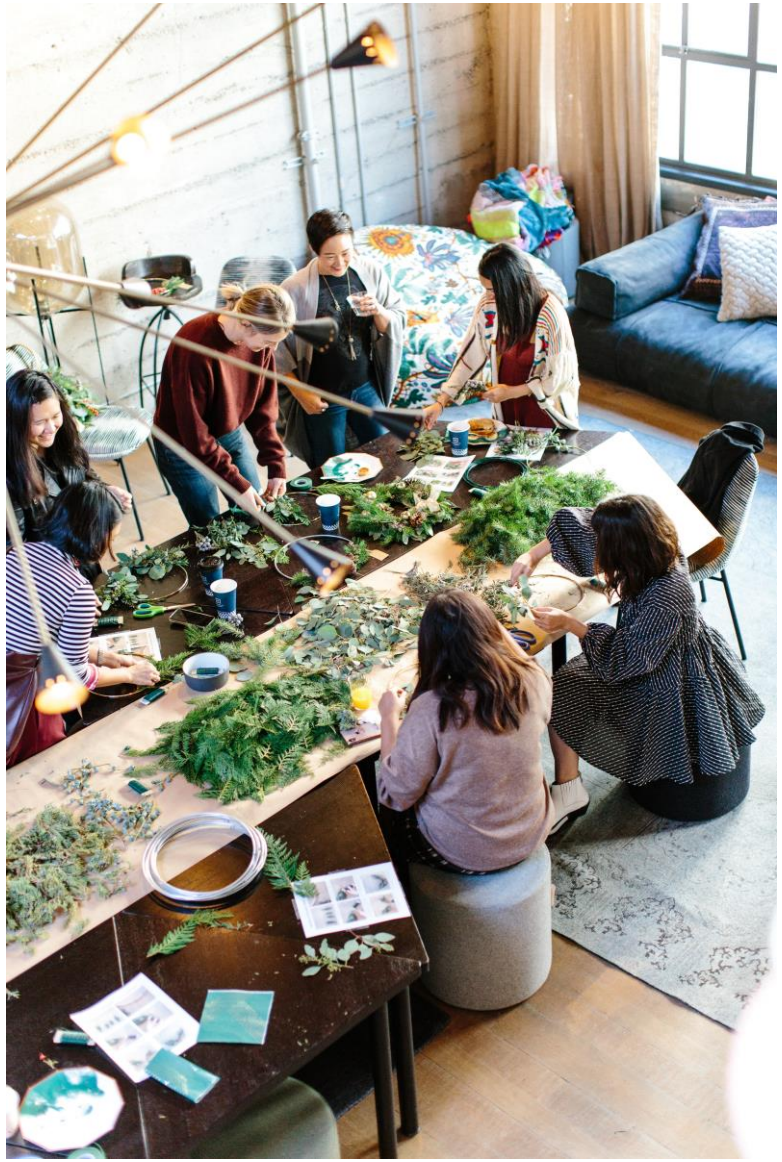
Inclusiveness



Think about culture add, not culture fit

Shift your mindset and your focus

Be kind

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Further resources to explore

- The video of Systemic Racism Explained
- A great article about White Privilege and the video about White Privilege
- An overview of what Microaggressions are
- The Twitter thread about the Microsoft Inclusivity settings
- An article on why empathy is a needed leadership
- Some ways to help you build your empathy
- The overview of covering up
- An article explaining the concept of cognitive diversity
- Some high level leadership strategies to be more inclusive

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