

Developing Your DEI Strategy

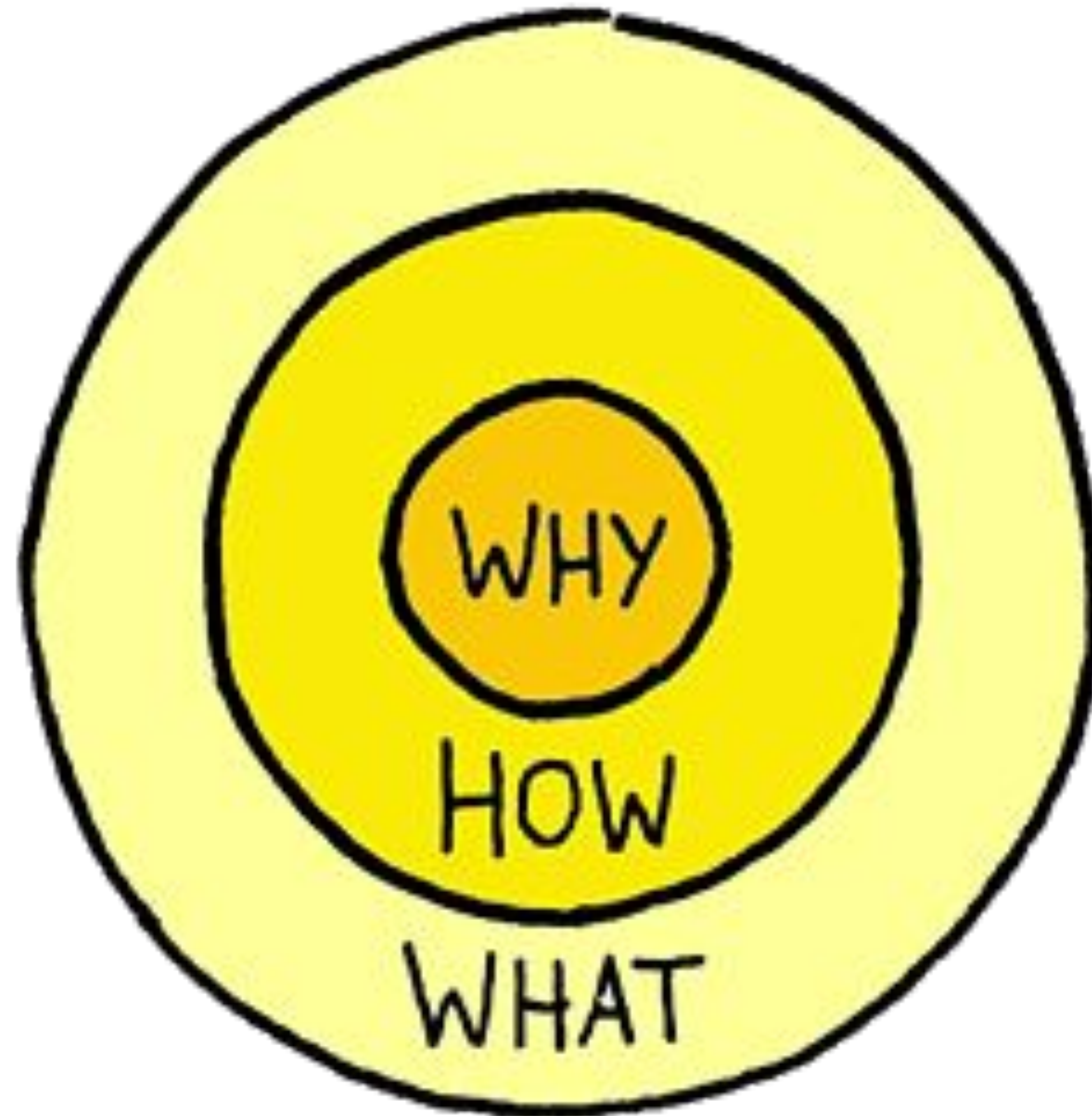
Hannah Wilson

@DiverseEd2020

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WWW.DIVERSEEDUCATORS.CO.UK

Start with Why



Consciousness, Confidence and Competence



What are your Drivers for Change?



DEI



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.

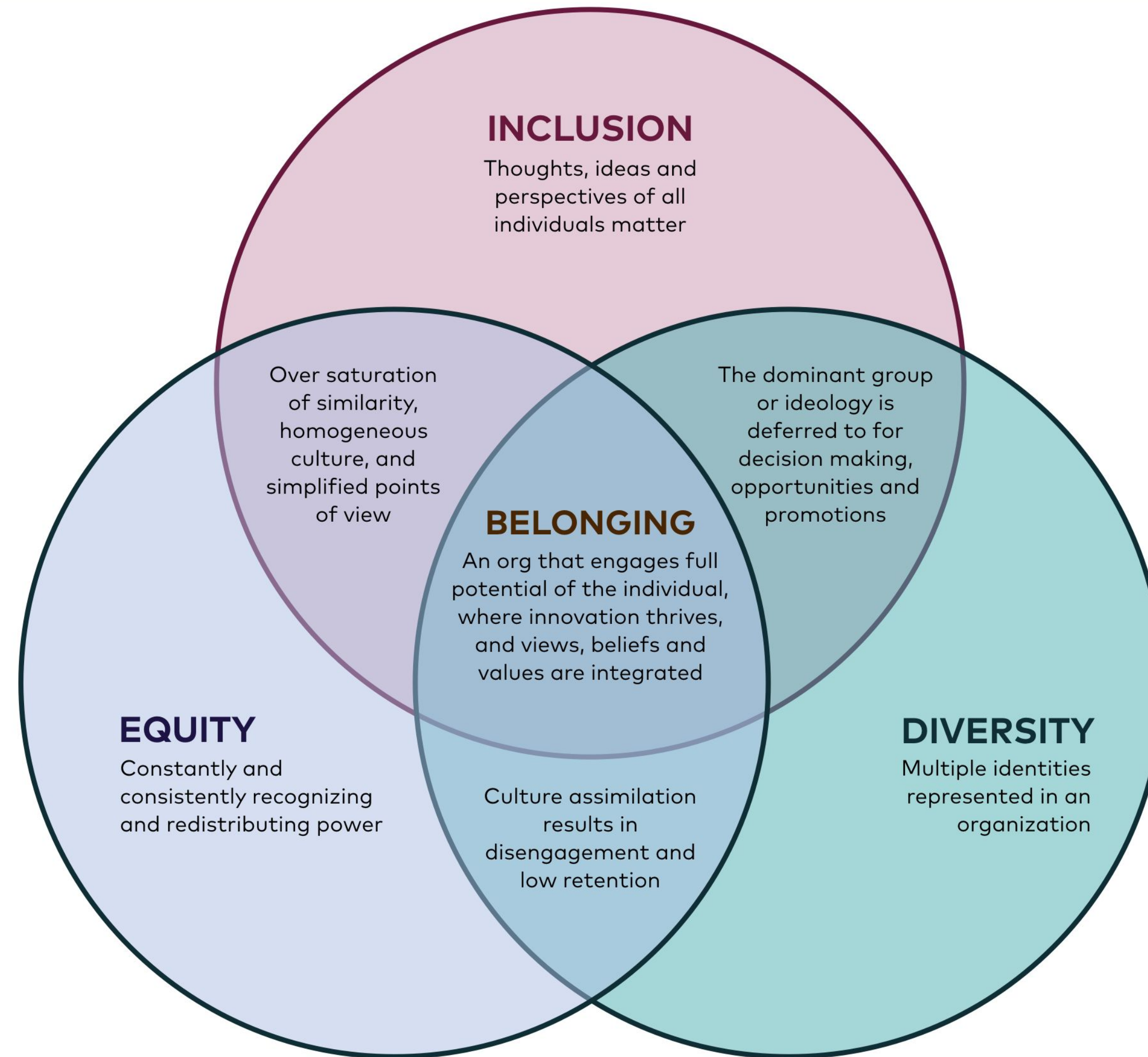


IN·CLU·SION

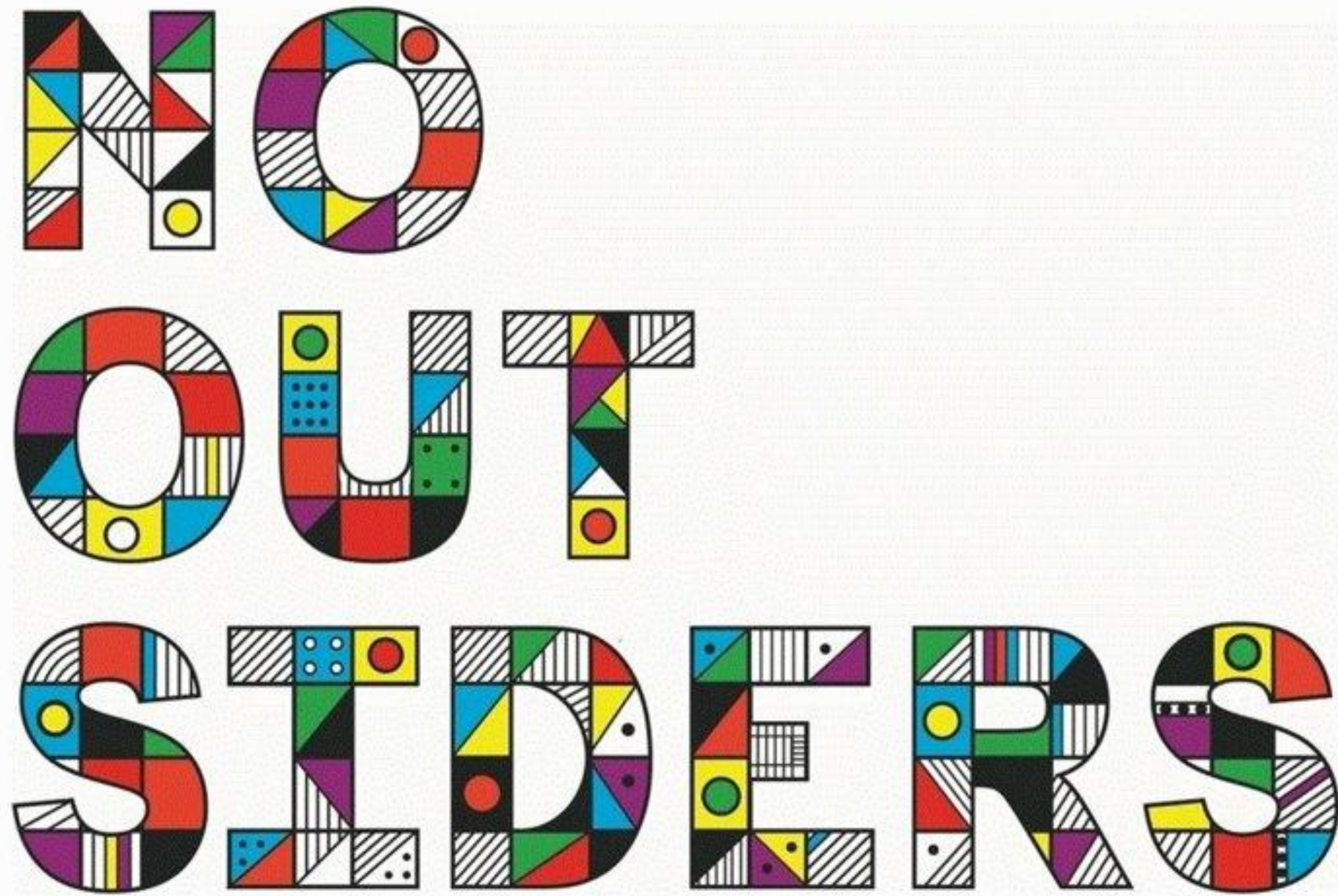
A variety of people have power, a voice, and decision-making authority.



DEIB



Belonging = No Outsiders



'All different, All welcome'



**Be where you are celebrated,
not tolerated.**

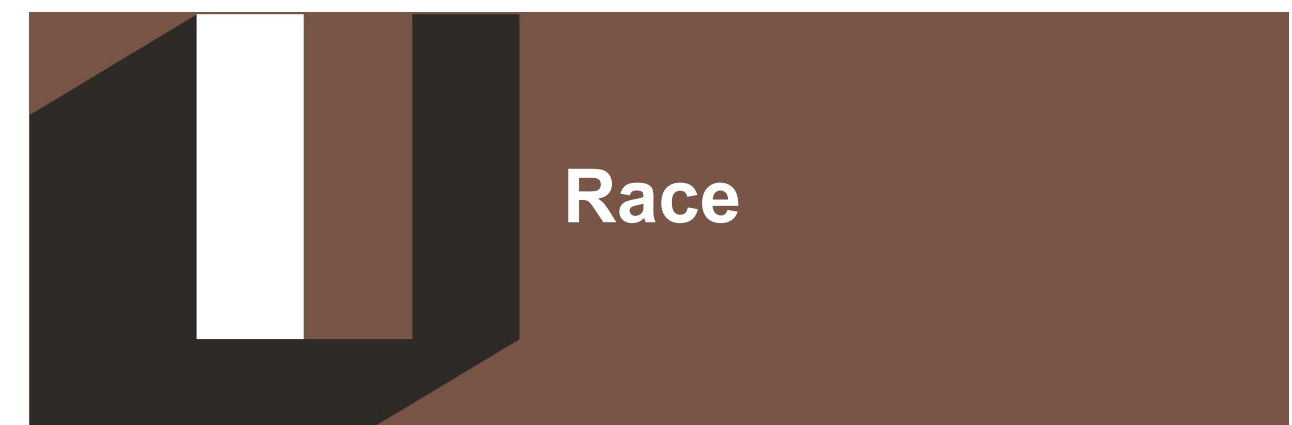


The Legal Framework

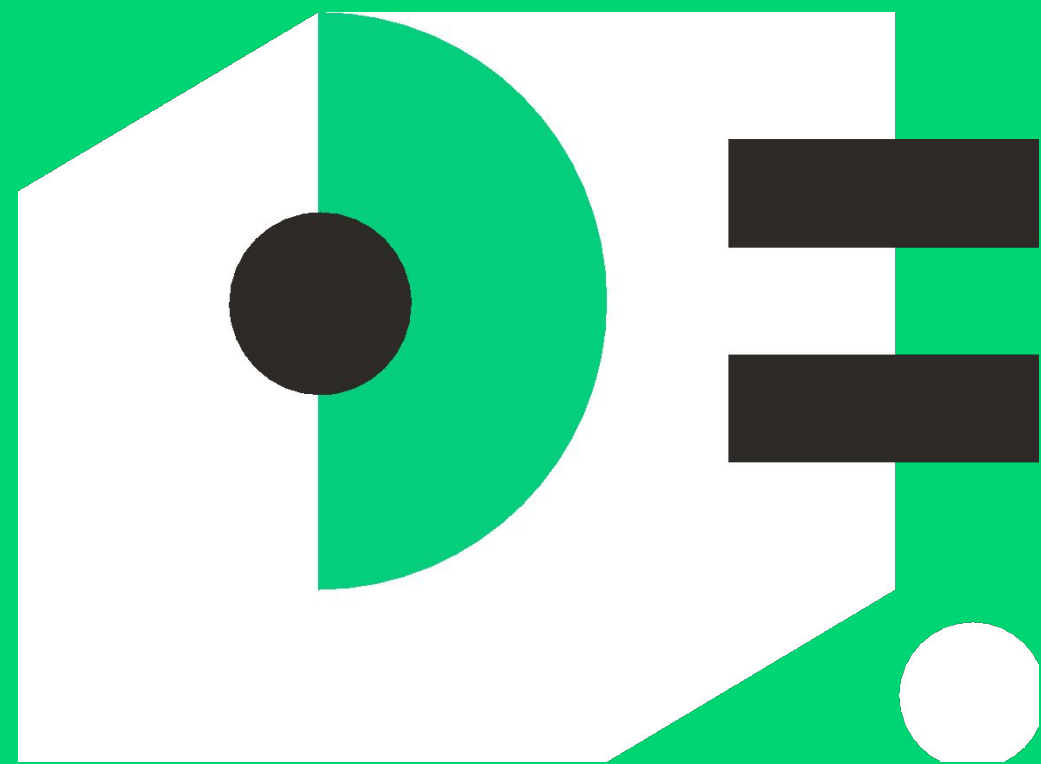


The Equality Act (2010)

The 9 Protected Characteristics







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**DEI Directory organised by
the 9 Protected
Characteristics:**

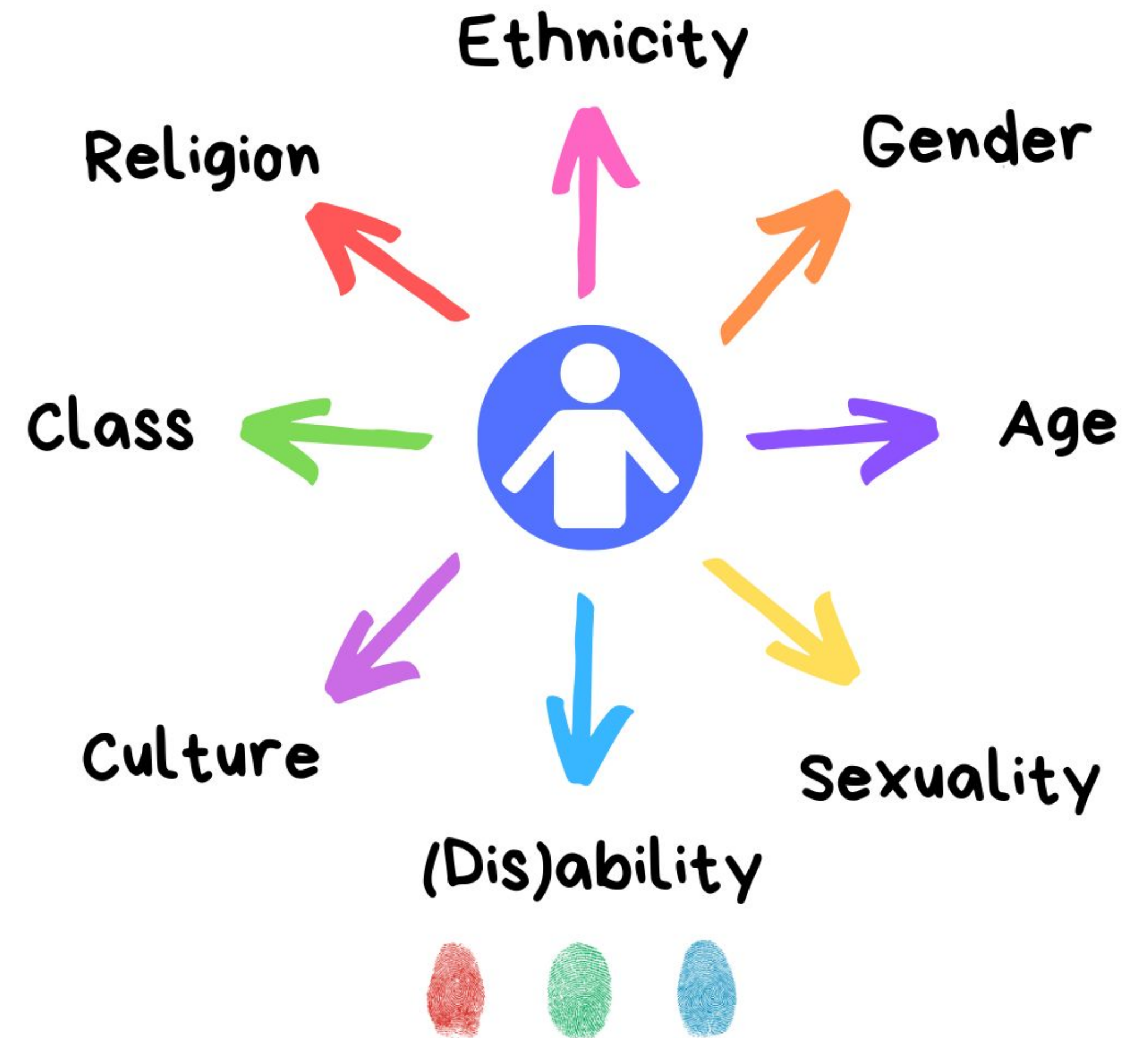
<https://www.diverseeducators.co.uk/our-dei-directory/>

DEI Toolkits (23 themes):

<https://www.diverseeducators.co.uk/our-toolkits/>

Our Intersectional Identities

The interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

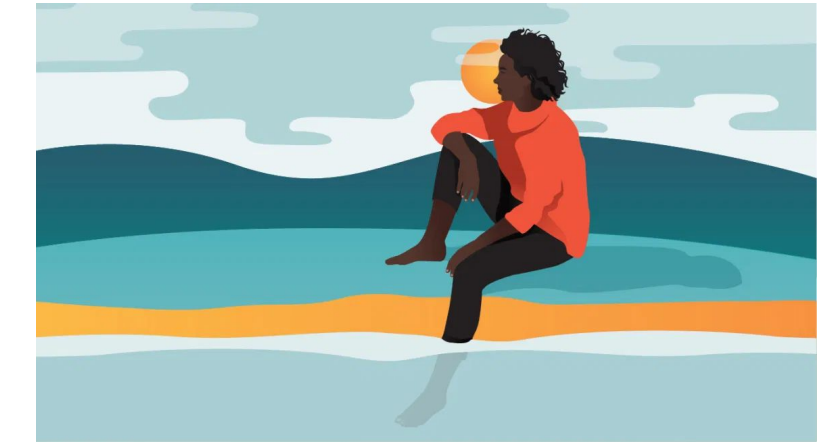


Intersectionality

Intersectionality is about fighting discrimination *within* discrimination, tackling inequalities *within* inequalities, and protecting minorities *within* minorities.

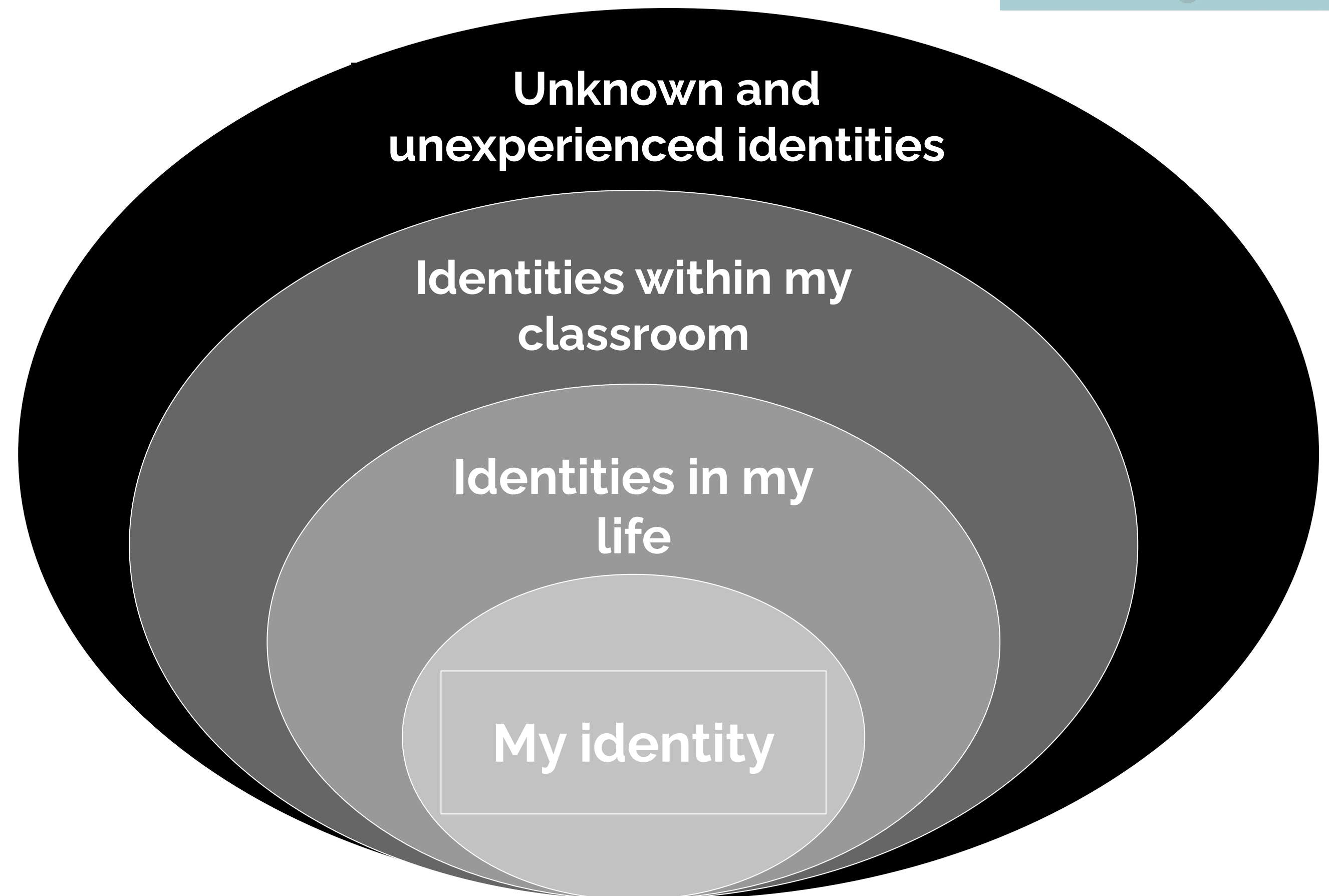


Our Identity as a Professional



- ★ Note down the variety of the experiences and the identities you have very little knowledge of.
- ★ Could you answer questions and address misconceptions about those identities?
- ★ Make a plan to find out about identities you are less familiar.

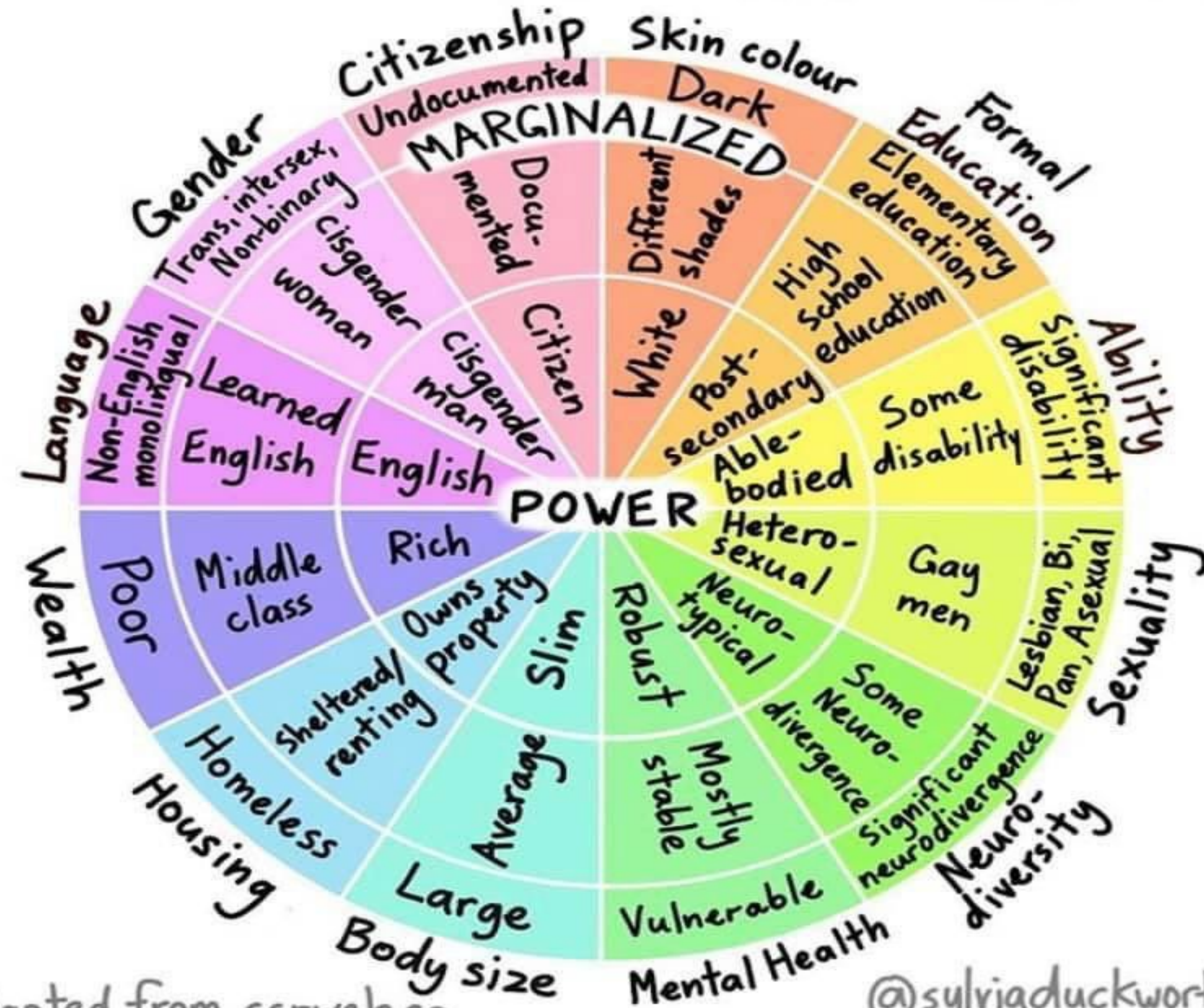
Bennie Kara
Diversity in Schools



Identifying Our Gaps - Individually and Collectively



Our Power and Privilege



Adapted from ccrweb.ca

@sylvriaduckworth




Changing our Lens: Diversity Walk



"you never really understand a person until you consider things from his point of view until you climb inside of his skin and walk around in it."

-to kill a mockingbird
harper lee

A black silhouette of a person climbing a tire, with an orange circle representing the tire's center.

Our Approach: A Cultural Commitment

“Getting Comfortable with Being Uncomfortable”.

“Doing the Inner Work, to do the Outer Work”.

*“If people skimp
on their inner work
their outer work
will suffer as well.”*

~ Parker Palmer



CQ



Our Communication: A Shared Language



Our Conversations: A Shared Understanding



Our DEI infrastructure: A Distributed Leadership Model



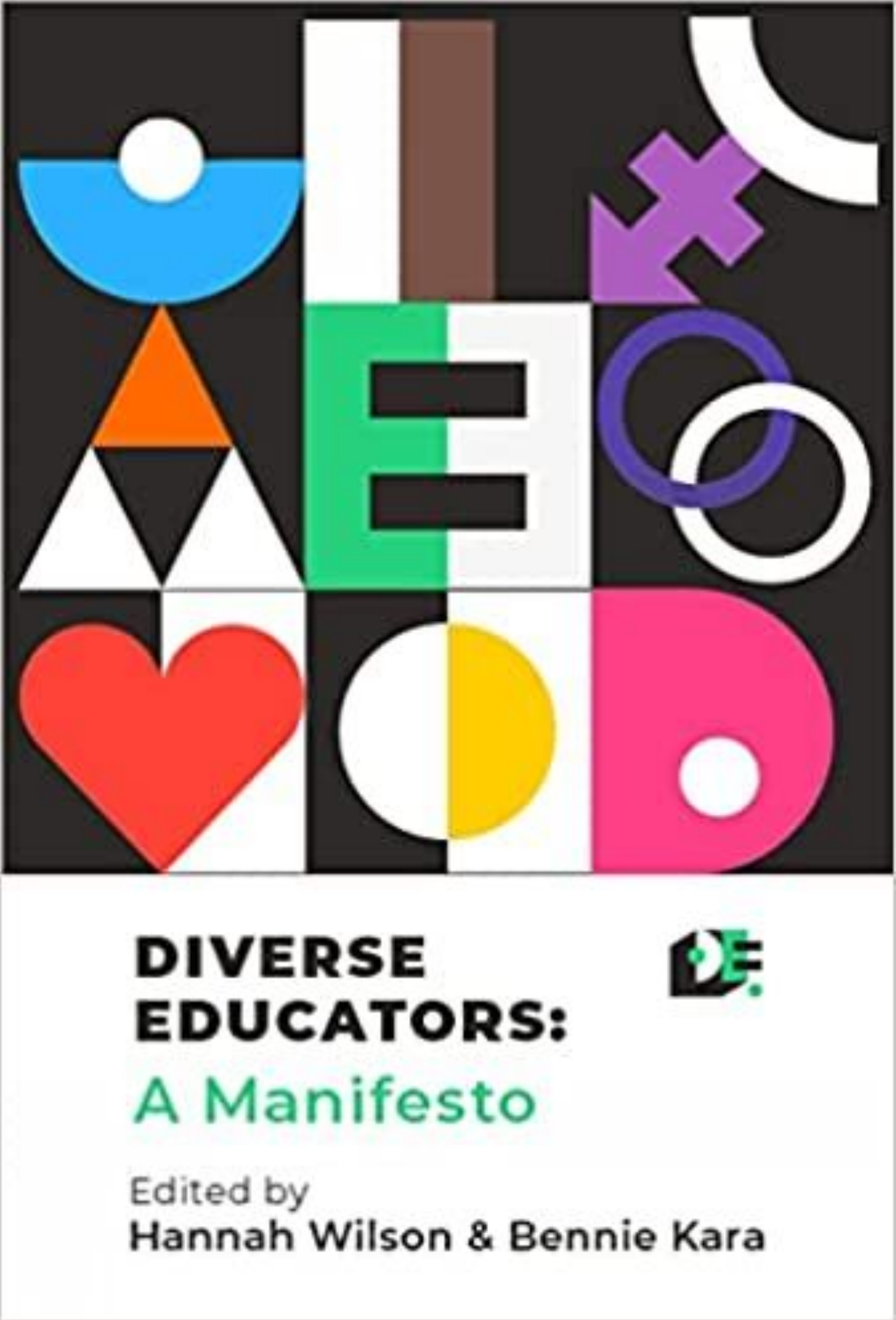
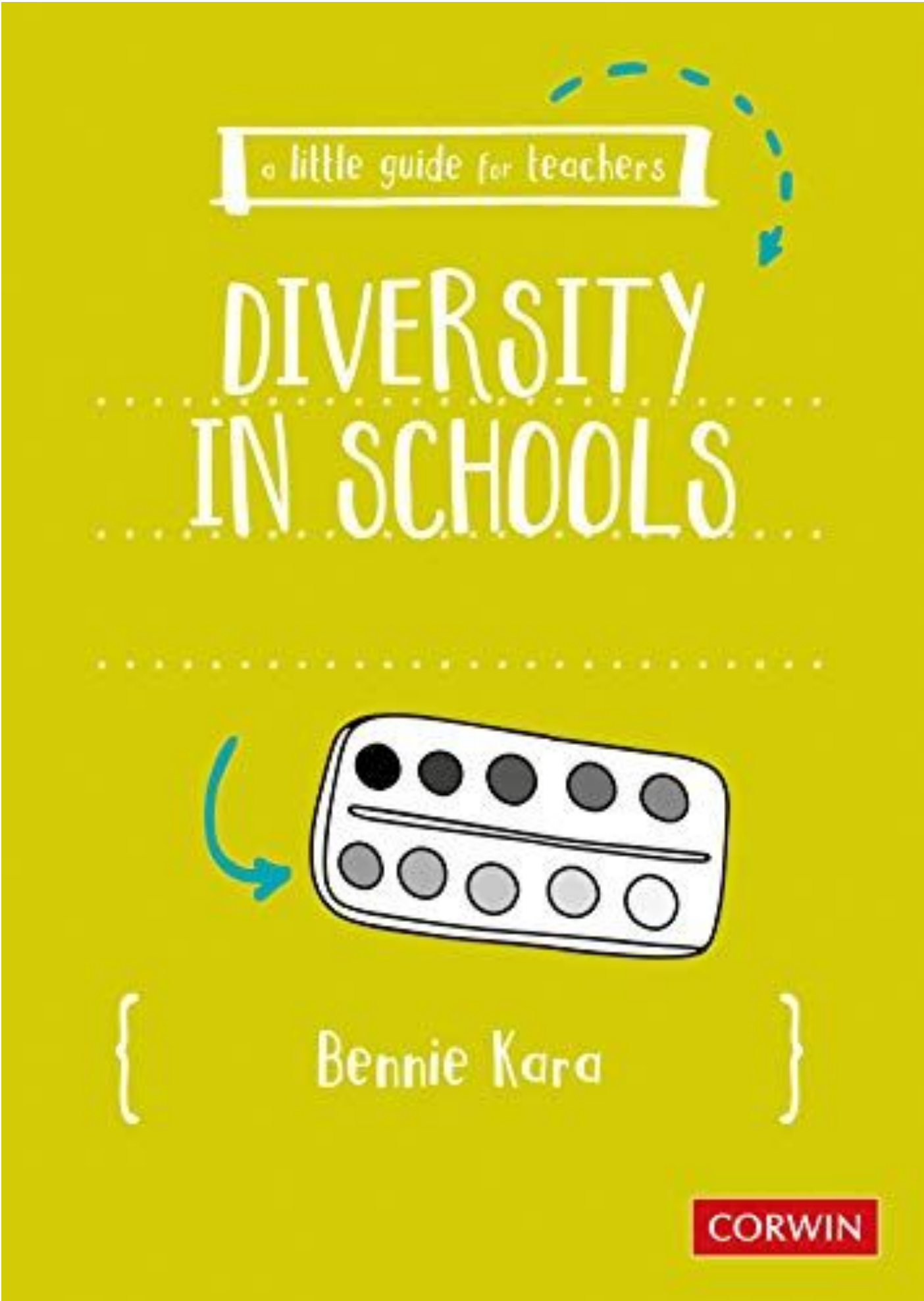
Our Pledge: A Shared Responsibility

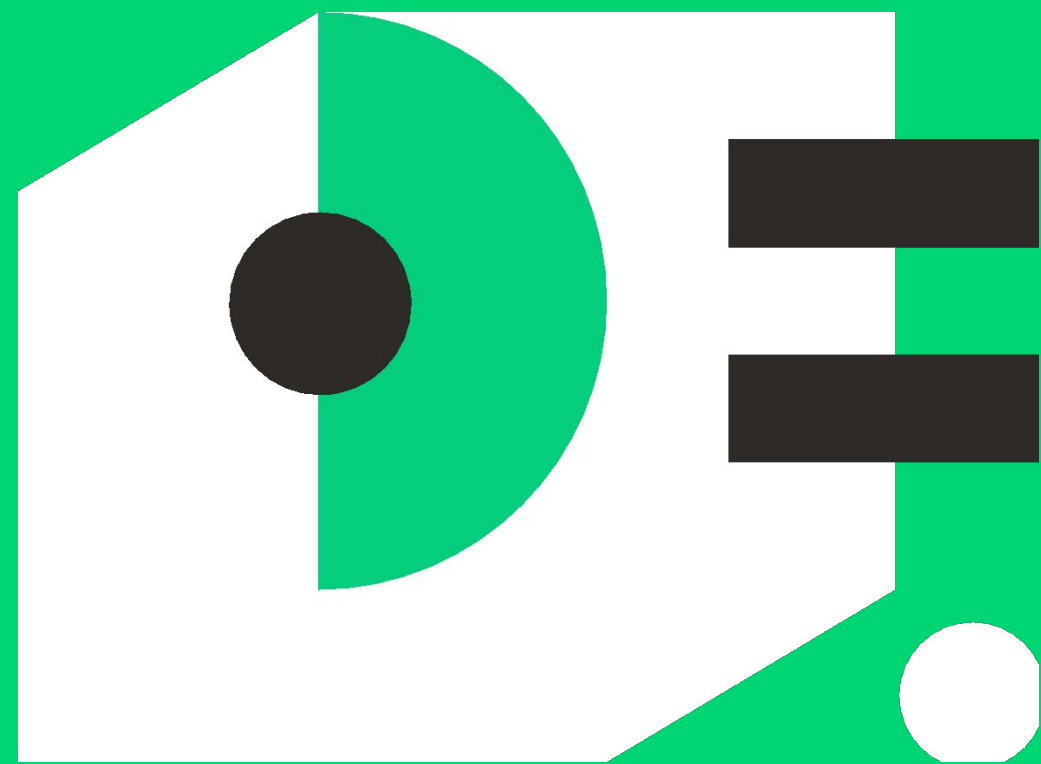




Reflections

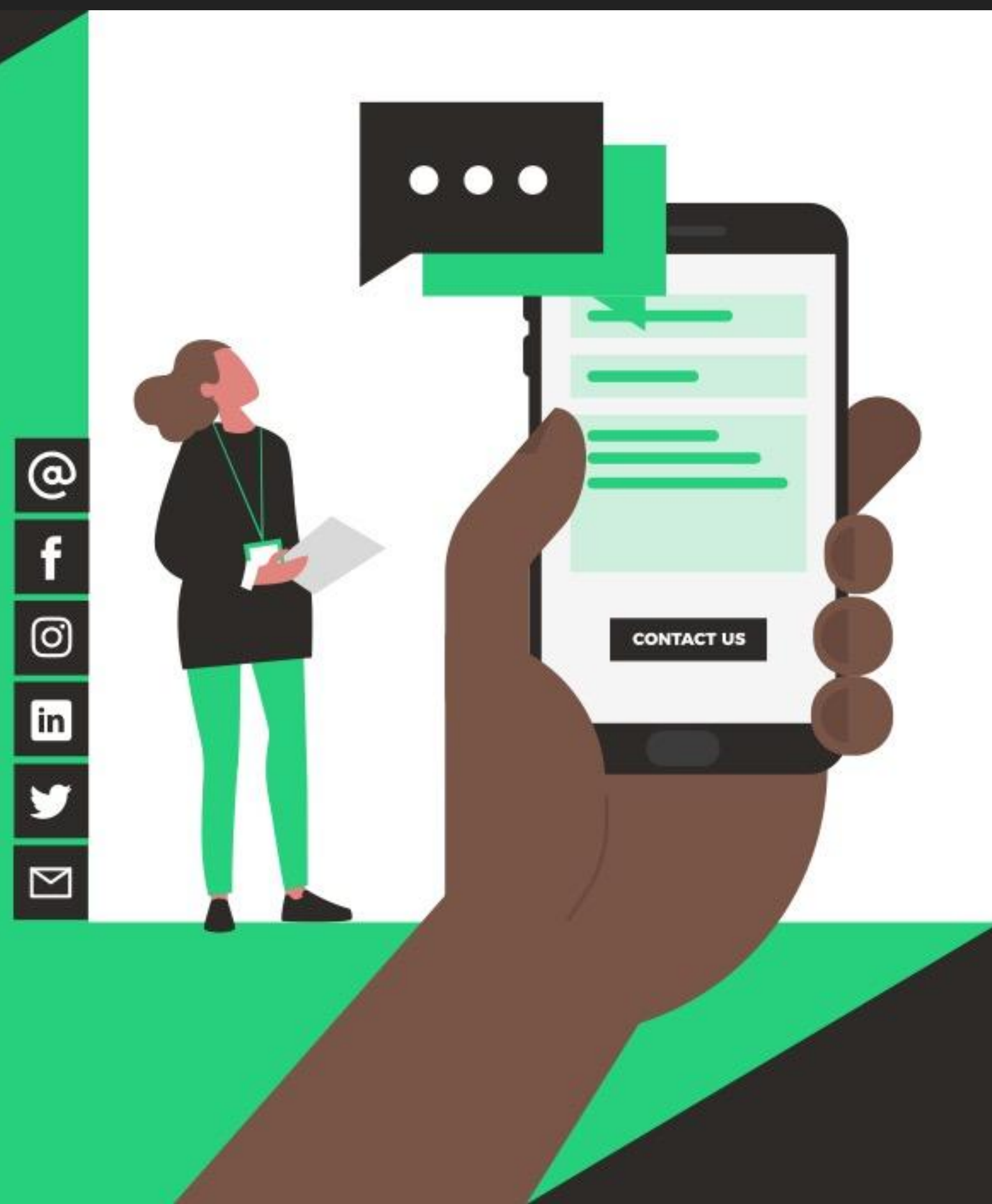
Our Books





10 Next Steps...

1. Twitter: <https://twitter.com/DiverseEd2020>
2. Directory: <https://www.diverseeducators.co.uk/our-dei-directory/>
3. Newsletter: <https://yahoo.us4.list-manage.com/subscribe?u=6d9c299e241a9672390b522aa&id=e9e18a4a30>
4. Blog: <https://www.diverseeducators.co.uk/our-blog/>
5. Toolkits: <https://www.diverseeducators.co.uk/our-toolkits/>
6. Glossaries: <https://www.diverseeducators.co.uk/our-dei-glossary/>
7. Book: <https://www.amazon.co.uk/Diverse-Educators-Manifesto-Bennie-Kara/dp/1915054982>
8. Book Club: <https://www.eventbrite.co.uk/e/diverseed-book-club-2021-22-tickets-167486860709>
9. Eventbrite: <https://www.eventbrite.co.uk/o/hannah-wilson-30293677672>
10. Next event 22/1/22: <https://www.eventbrite.co.uk/e/diverseed-virtual-vi-tickets-222564565607>



Contact Diverse Educators

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