

Leading in Colour: being and staying inclusive, diverse and fair

Welcome from Rose and Meera

January 2022

We will get started at 10.00am

Whilst you are waiting,
please ensure your audio is turned off.

NB. The session will be recorded. Please turn off your
video if you do not wish to be filmed.

Staff
College



Leading in Colour: the fierce urgency of NOW



A warm welcome from *Martin Samuels*, our host for
today

Martin is DCS at Leicester City Council and chairs the East Midlands
regional group of Directors of Children's Services

Leading in Colour: time together to think, talk and commit...

We'll be:

- Touching on ways to reflect and explore what it means to be an inclusive leader
- Encouraging and challenging you to commit, respond and act to make a difference in your local context
....**Now**
- Providing you with some take away resources and tools to help you become and stay inclusive, diverse and fair

So, please do use this space and this support to focus on the actions and risks **you're** prepared to take to create and sustain fairer workplaces and contribute to fairer communities in 2022



'We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now...Procrastination is still the thief of time.'⁹⁸

Martin Luther King Jr



Mutual Commitments

A place to reflect,
question, give and gain

Making this a safe and brave space for everyone by:

- Working together so our session is inclusive for all
- Being mindful about how you and others may feel
- Recognising we all come from different backgrounds, cultures and contexts
- Acknowledging that we're all at different places in our thinking and that's fine
- Being open to learning
- Staying curious and compassionate
- Challenging in a way you'd want for yourself



Starting with Self

‘truly engaging with diversity
and inclusion feels personal,
disruptive and emotional’

‘Passion with no end: where next for our diversity and inclusion work’

Shilpa Ross and Sue Hills, Kings Fund 2020

Shared vocabulary

Take a moment on your own and consider:

- What's your definition of Equality, Diversity, Inclusion and Equity?

Then please use chat to:

- Share what you understand by Equality, Diversity, Inclusion and Equity with your colleagues
- Reflect on where there's common ground or different perspectives



Shared understanding

- **Equality:** Equal rights and opportunities are afforded to all
- **Diversity:** Refers to demographic differences of a group - more than just protected characteristics, for example diversity of cultures and ideas
- **Inclusion:** often defined as the extent to which everyone, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed
- **Equity:** Recognises the shortcomings of treating everyone equally, when starting points differ

Don't let terminology stop you...

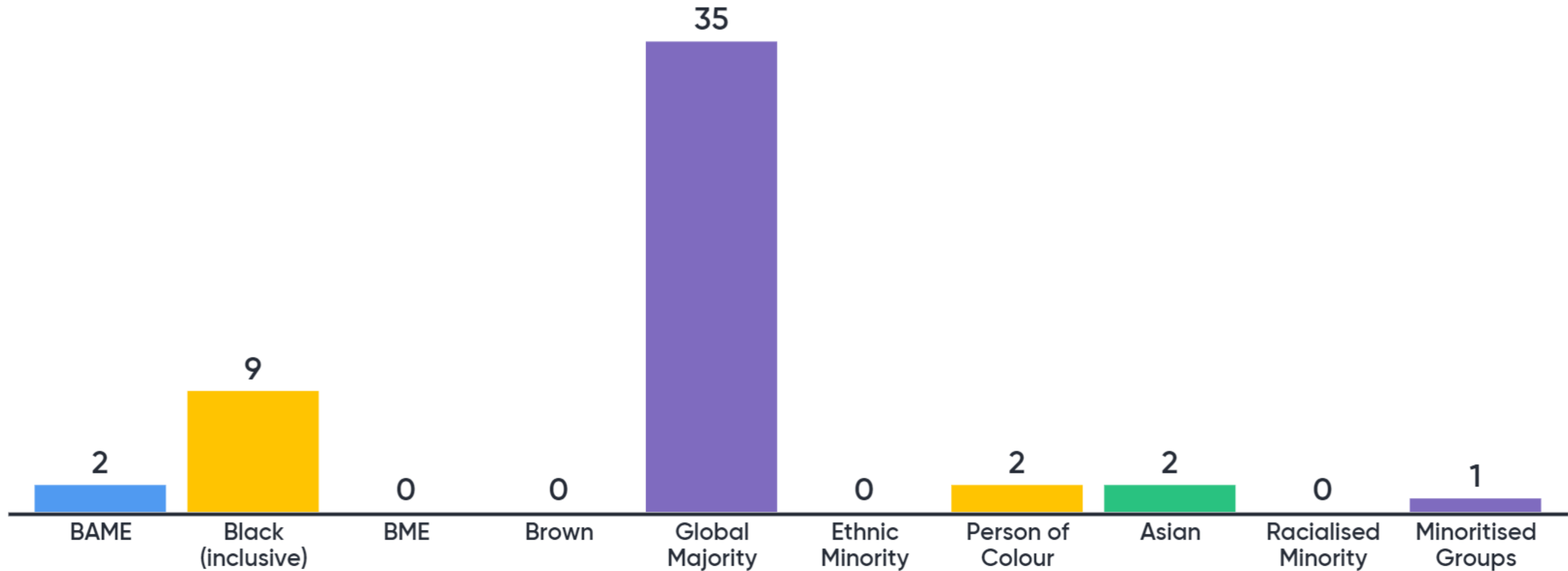
- Black: inclusive definition anyone who experiences discrimination (either overt or covert) on the basis of the colour of their skin
- BAME: Black, Asian, Minority Ethnic – CRED would like replace BAME with Ethnic Minority or Ethnic Group
- BME: Black Minority Ethnic
- Person of Colour
- Brown
- Racialised minorities
- Minoritised groups
- Global Majority





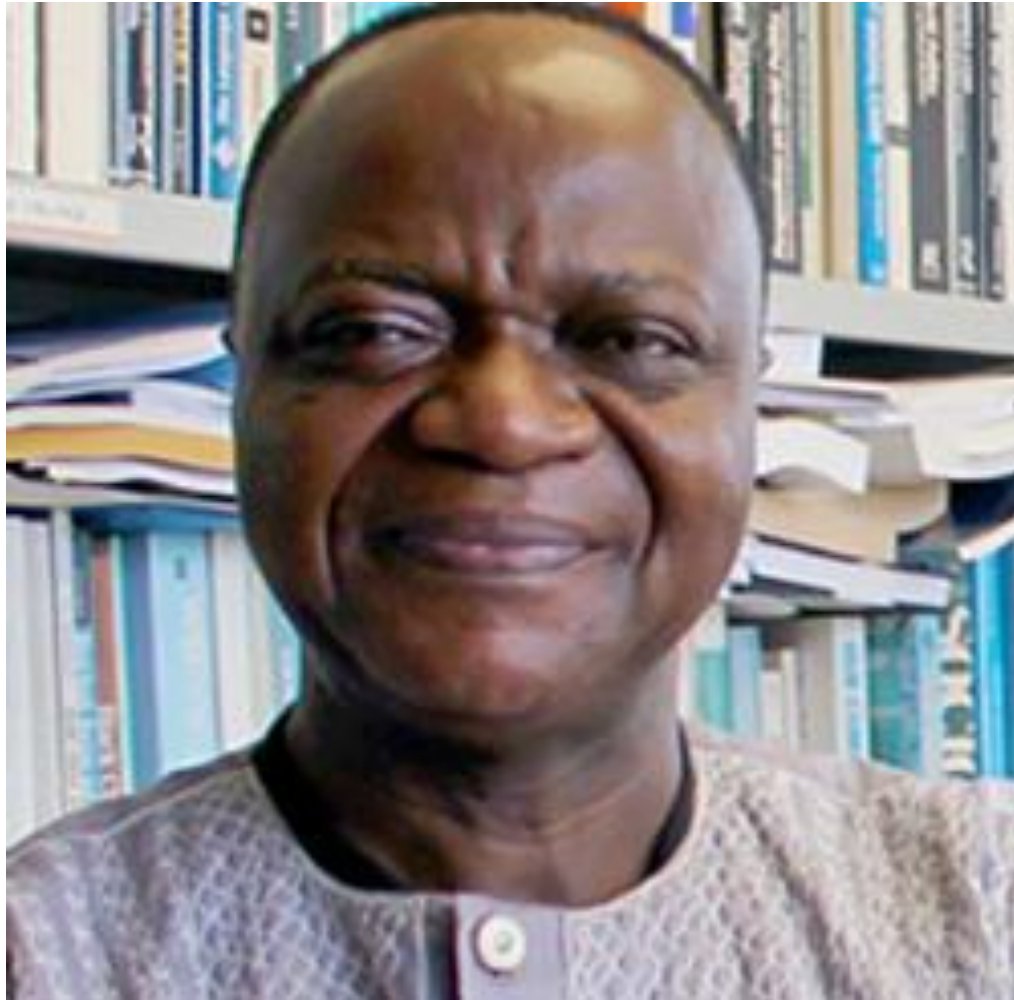
- Rosemary Campbell-Stephens MBE

Which Definition do you prefer?



Becoming and staying inclusive, diverse and fair

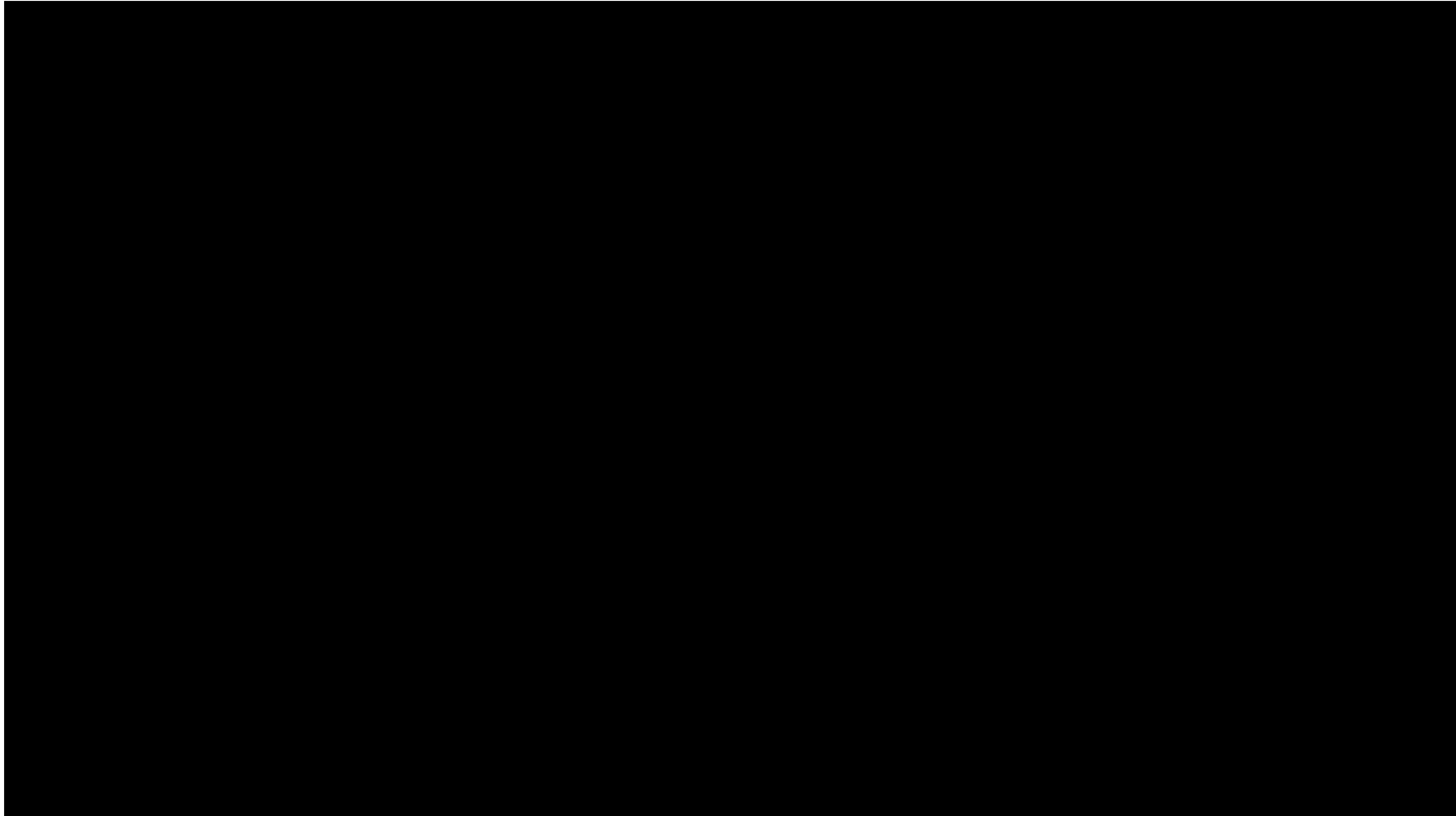
- What does inclusive feel like?
- What does diversity look like?
- What does fair mean to you?



‘Inclusion is not about bringing people into what already exists; it is about making a new space, a better space for everyone’

Professor George J. Sefa Dei

Keith Jarrett Underneath the Skin of Anti-Blackness



Knowing you matter

What resonated powerfully is everyone's core need and entitlement to:

- Acceptance and Agency
- Belief and Belonging
- Connectivity and Contribution

'I noticed how people stood up a little straighter, saw themselves differently when they learned that their voice mattered'

'A Promised Land', Barack Obama, 2020

Adapted from Leading in Colour.



Adding value: everyone and everywhere

- Moral imperative
- Organisational benefits
- Community promise

‘Diversity makes us more effective; inclusion makes us
stronger’

Richard Moore, Head of MI6 2021

Everyone knows everyone matters

‘So, do you lead an organisation where people feel their uniqueness is known and appreciated, their worth valued, an environment where people feel they can offer suggestions, bring fresh perspectives and take sensible risks... or one that prizes corroboration, confirmation, agreement and more of the same?’

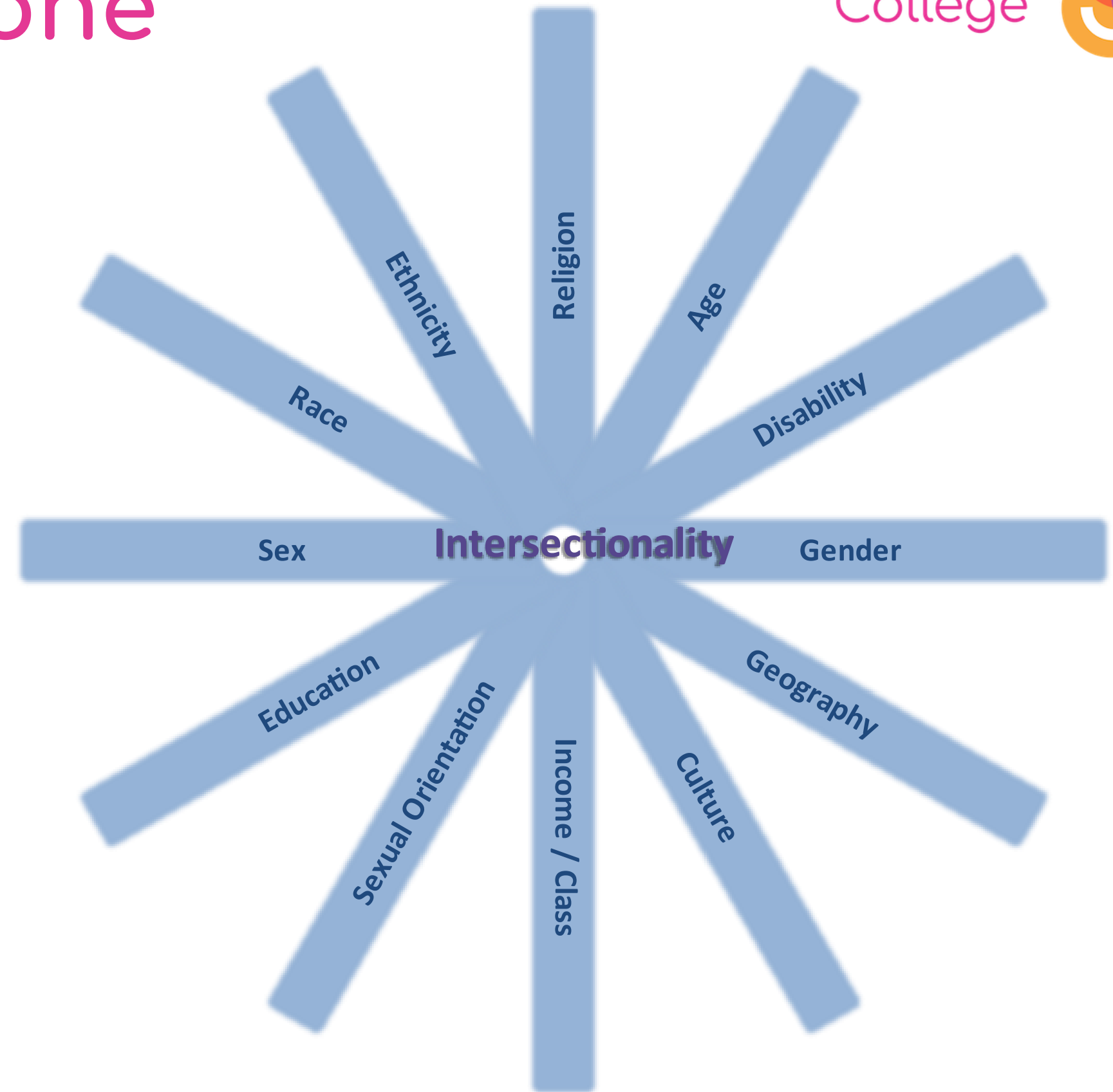
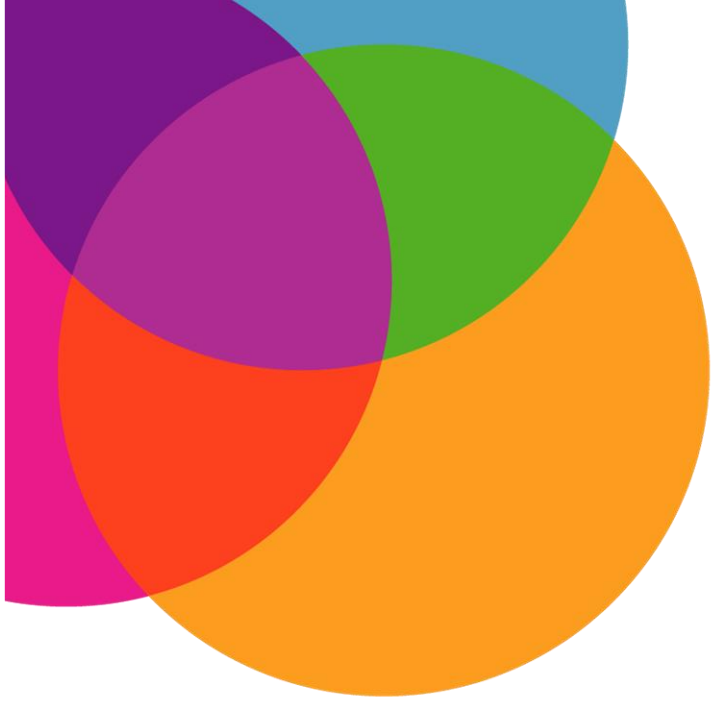


Diagram by Meera Spillett based on the work on intersectionality by Kimberlé Crenshaw



COFFEE BREAK



Is it true what they say?



‘I am to some just my skin colour’

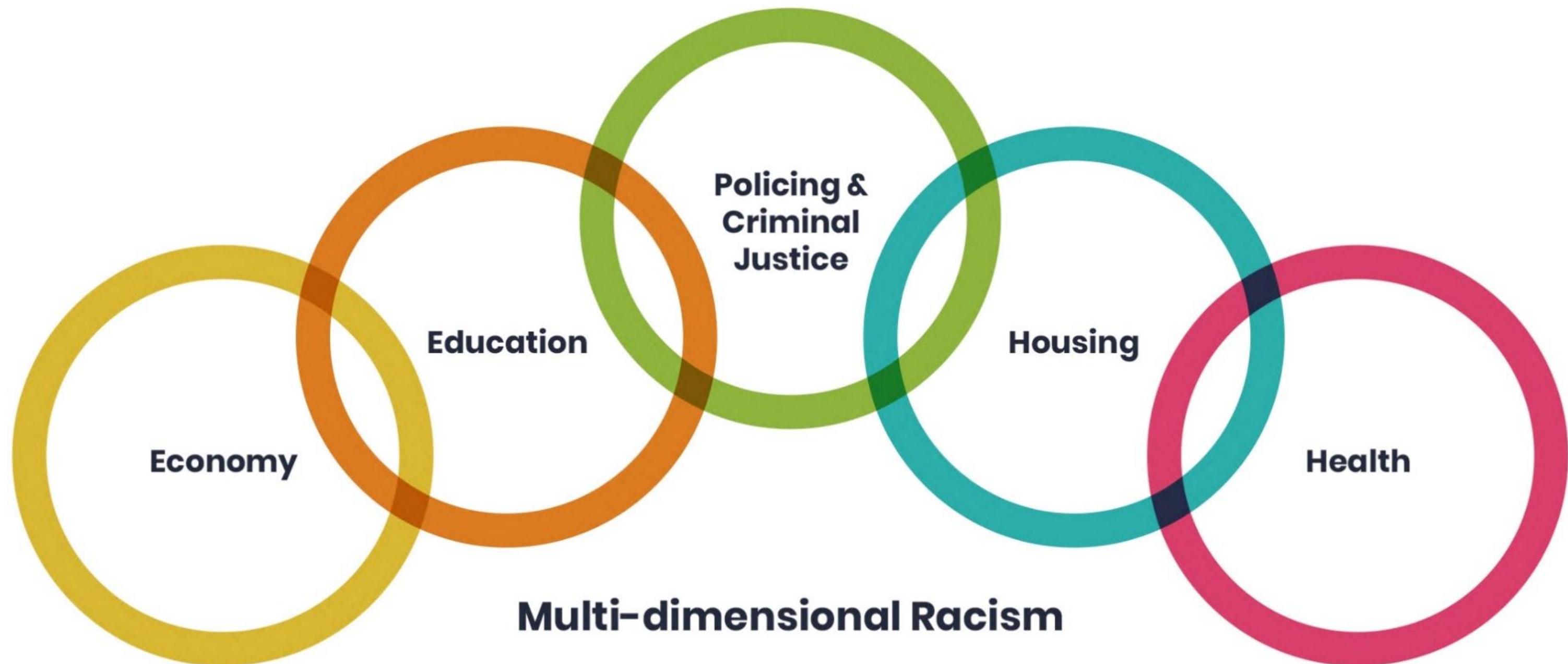
Satnam Sanghera, author of ‘Empireland’, writing in November 2021

Take a moment on your own and then share in your room:

- What had real meaning for you from what you've heard and thought about?
- What surprised you and what challenged you?
- What's taking shape for you about making sure everyone knows everyone matters:

**Everyone has agency, belongs and is encouraged to
contribute?**

Cumulative impact compounds racial inequalities



Courageous Conversations



Courageous Conversations



‘Take a breath and then embrace the discomfort of not knowing, resist the urge to oversimplify and go solo, aim for progress, expect mistakes and know you have the ability to adapt as you learn...and be the inclusive leader both your staff and your communities need and deserve’

Organisation and Individual Culture

How easy is it to:

- Raise concerns?
- Ask questions?
- Sound the alarm?
- Share proposals?
- Exchange ideas?
- Celebrate success?
- Let go, forgive and move on?



Please take time to reflect on your own leadership behaviours, then share your emerging thoughts with your colleagues

Courageous Conversations

Using your reflections and insights, what are the courageous conversations you need to have with:

- Self?
- Colleagues?
- Practitioners?
- Partners?
- Politicians ?
- And who else?

1. Who needs to be round the table?
2. What do you need to talk about?
3. What will be different for those you work with, partner with, support and serve?
4. How will they and you know change is happening and will last?

BALI Network

Resources to draw on

- <https://thestaffcollege.uk/programmes/black-and-asian-leadership-initiative-bali/bali-network/bali-network-join-the-network/>
- <https://thestaffcollege.uk/leading-in-colour-the-fierce-urgency-of-now/>



"I'm so small," said
the mole.



"Yes," said
the boy.

"but you
make a huge
difference."

So, take a
breath...

...and take
a moment

...to refill your reservoir of
hope and ambition

What matters most...

'A Promised Land', Barack Obama, 2020

*'To be known. To be heard.
To have one's unique
identity recognised and
seen as worthy. It was a
universal human desire'*

*'The more we can bring
our authentic selves, with
hope into the moment,
the more the moment will
show up for us'*

Amanda Gorman, Poet Laureate USA, 21 January 2021

Be Upstanders not Bystanders

Be anti... not non...	
Apathetic	Don't have the understanding so will leave it alone
Aware	Know the basic context and issues - would like to learn more
Active	Well informed sharing about issues of diversity when prompted
Advocate	Routinely and proactively challenging on behalf of others who experience discrimination and oppression

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'We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now...Procrastination is still the thief of time.'⁹⁸

Martin Luther King Jnr



So what
will YOU
do next?



I will...

work to recognise the emotion involved in discrimination.

Try to not be a silent white person

Have uncomfortable conversations with my teams and my supervisors

I will lead a session with my senior managers and use a cascade

Start saying global majority

Educate myself more and more

Seek to understand my employees experiences in their day to day work

ensure that i do not contribute to microagressions

stop saying minority ethnic and start saying global majority, and share the reasons for this with others

show more empathy to black people. Speak out when white friends are racsit. Read Meera's book.

Stop saying BAME and use Global

Press **ENTER** to pause scroll

We should...

Explore further as regional directors group to consider our action and challenges

Take thoughtful action to increase diversity in senior leadership

Collate some resources and make them available to all staff

build an organisation that serves all of our community

be proactive

Ensure we have engagement in BALI

Ensure that the voices of young people and families with children

seize the opportunity to be bold and work together to make some changes with my colleagues who have attended today

Share publication across organisation

Create opportunities for our teams to reflect and actively change practice

Press **ENTER** to pause scroll



Closing words from Martin

Thank You





Feedback

EVALUATION

We would appreciate any feedback you have on this session:

<https://3n5uxs9crck.typeform.com/to/eCR93qWC>

Contact Us

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Thank You from Rose and Meera

