



#ItsEveryonesBusiness
#ActionDrivesChange

IT'S A WINDOW
OF 5-MINUTES
TO SELF REFLECT

DAY 1: THE EYE-OPENERS TIME FOR REFLECTION

What part do you play in tackling race inequality? Do you play a consistently active role or play a part on occasions or hardly ever? To find out, have a go at the 5 eye-openers below.

For each eye-opener you will find...

- ✓ a choice of answers
- ✓ depending how you answer the question, a selection of actions you could consider.

You do not need to share your answers with anyone.

This guide cannot be used for commercial gain, if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

DAY 1: THE EYE-OPENER 1



In your friendship circles and work networks how many people are from ethnically diverse backgrounds?

- None at all
- One or two people
- A fair few
- A good number
- The majority



We often surround ourselves with people who look like us, sound like us or are from the same background because we may feel we can relate to them and, feel more comfortable and confident with them.

However, we may find that we share common interests, experiences and values with others who are different to us.

If we don't interact or engage with people from different backgrounds, it is unlikely we'll be able to truly relate to what it is really like to live in their world and understand the joy they can bring into our lives or understand challenges they face in life and at work.



If your friendship circles and work networks are not diverse, what action could you take to change this? Ideas*:

- Be open-minded - put aside preconceived ideas and embrace individuality
- Focus on the things you share rather than the differences
- Use the thing that brought you together as an opportunity to open the door to friendship (i.e. the place you work or a shared interest)
- Be open and friendly without forcing friendship
(*Source: Sherri Gordon reviewed by Akeem Marsh, MD
www.verywellmind.com/why-it-s-important-to-diversify-your-friendships-5072980)
- Attend/join your organisation's staff diversity network/employee resource group. Get involved in the work they are doing to tackle equality issues in the workplace but also learn about the group's lived experiences.
- You could join different forums or meet-up groups.
- Go to physical events, e.g. community group events.

Action/s I will take:	To be achieved by

DAY 1:

THE EYE-OPENER 2



Have you ever avoided sitting next to someone based on how you perceived their race, religion, or ability?

- Never
- Once or twice
- A fair few times
- A good number of times
- All the time



Sometimes, we make assumptions about people based on the way they look or behave. Our assumptions may impact whether we feel safe or comfortable sitting next to somebody, even though we have no idea whether these biased assumptions are true.



If you have avoided sitting next to someone, what action could you take to change this? Ideas:

- Next time you find yourself looking for a seat, consider sitting next to someone who looks different from you.
- If you feel comfortable and the situation is appropriate, strike up a conversation. You might realise you have more in common than you think.
- Challenge yourself to sit next to the individual anyway, as it's very likely you will find that assumptions you made were unfounded. This will help you feel safe and/or comfortable in the future and might end up being a rather pleasant experience!
- Just do it.
Commit to sitting next to someone who doesn't look like you on every journey.

Action/s I will take:	To be achieved by

DAY 1: THE EYE-OPENER 3



Have you ever specified someone's race when it was not necessarily relevant, for example, referring to someone as 'a black doctor' or 'Asian lawyer'?

- Never
- Once or twice
- A fair few times
- A good number of times
- All the time



Even if it is not our intention, using racial, ethnic, or other identity label descriptions unnecessarily can be a form of hidden bias.

When we use labels that aren't necessarily relevant, we risk making those labels the most important part of someone's identity, instead of just a part of who they are.

If it is not an important part of the story, we should avoid using identity labels.



If you have specified someone's race when not relevant, what action could you take to change this? Ideas*:

- Practice noticing what you notice about people - list in your head their physical differences (you can use pictures).
- Then question your beliefs. Which characteristics trigger your assumptions?
- When you are aware of this you can prevent it from happening more easily.

(*Source: McKenna Prancing for Right as Rain, UW Medicine, <https://rightasrain.uwmedicine.org/life/relationships/microaggressions>)

Action/s I will take:	To be achieved by

DAY 1:

THE EYE-OPENER 4



Have you ever heard or spoken to someone and made assumptions based on their accent?

- Never
- Once or twice
- A fair few times
- A good number of times
- All the time



People have linguicism or "accentism" without realizing it. When we impose our judgments about a specific person on the whole group or community that this individual belongs to then we have a bias. Research has shown that we tend to unconsciously group people into a specific social class and prejudice against them based on their accents. By thinking that someone with a particular accent is not very smart or clever, we are showing our unconscious bias." Dr. Pragma Agarwal, Forbes Contributor.

Source: www.forbes.com/sites/pragyaagarwaleurope/2018/12/30/bias-is-your-accent-holding-you-back/?sh=4fe459771b5a



If you have made assumptions based on someone's accent, what action could you take to change this? Ideas*:

- Next time you hear an accent, challenge your perceptions and your initial reactions
- Ask whether you're basing those on what is being said or the way it's being said
(*Source: Sarah Brown for Laughology <https://www.laughology.co.uk/blog/accent-bias-how-can-you-drop-the-judgements-and-be-more-inclusive>)
- Writing down what you hear and evaluating content separately can help outsmart voice bias
(*Source: Podcast 'Hear Me Out: Accent Bias <https://outsmartingimplicitbias.org/module/hear-me-out/>)
- Identify your own prejudice and use this to discuss the issue with someone who also makes similar judgements. Your role is to convince them how ineffective and biased this is.

Action/s I will take:	To be achieved by

DAY 1:

THE EYE-OPENER 5



When you or your team organise social activities, how often are everyone's opinions, concerns and beliefs taken into account?

- Never
- Once or twice
- A fair few times
- A good number of times
- All the time



According to People Management, 'research published in 2020 found that more than 10 percent of employees feel excluded by work socials or drinks. In truth, the numbers may be slightly higher: a 2019 study, after all, found that when employers initiate drinking events, employees feel obliged to participate, even if they would rather not'... 'Similar is true of structuring events around sports'.

Source People Management



If you haven't taken everyone's opinion into account, what action could you take to change this? Ideas:

- Have a conversation with all parties involved before organising social activities and avoid making assumptions
- If there is a group of people planning these activities, make it diverse
- Incorporate inclusive alternatives if people are unable to attend proposed activities
- Don't have 'in' groups and 'out' groups - often the invite isn't extended to the 'out' groups

Action/s I will take:	To be achieved by

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