

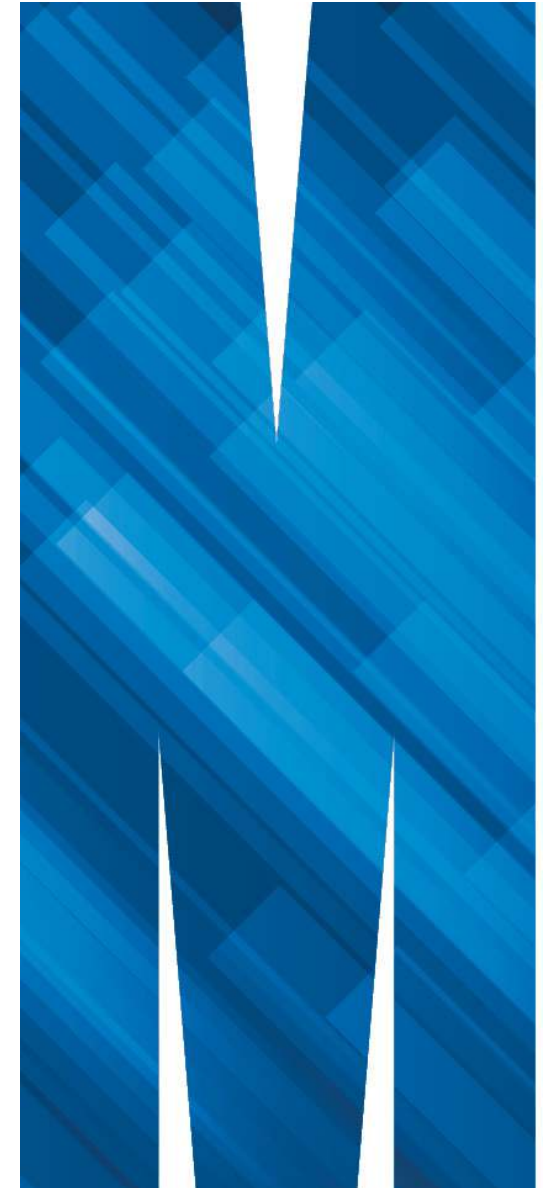


DIVERSITY & INCLUSION TRAINING

July 2021 - *consolidated training slides*

Respectful Communities monash.edu/respectful-communities/home

Respectful Communities wishes to acknowledge the people of the Kulin Nations, on whose land this training was developed and delivered on. We pay my respects to their Elders, past, present and emerging



OVERVIEW

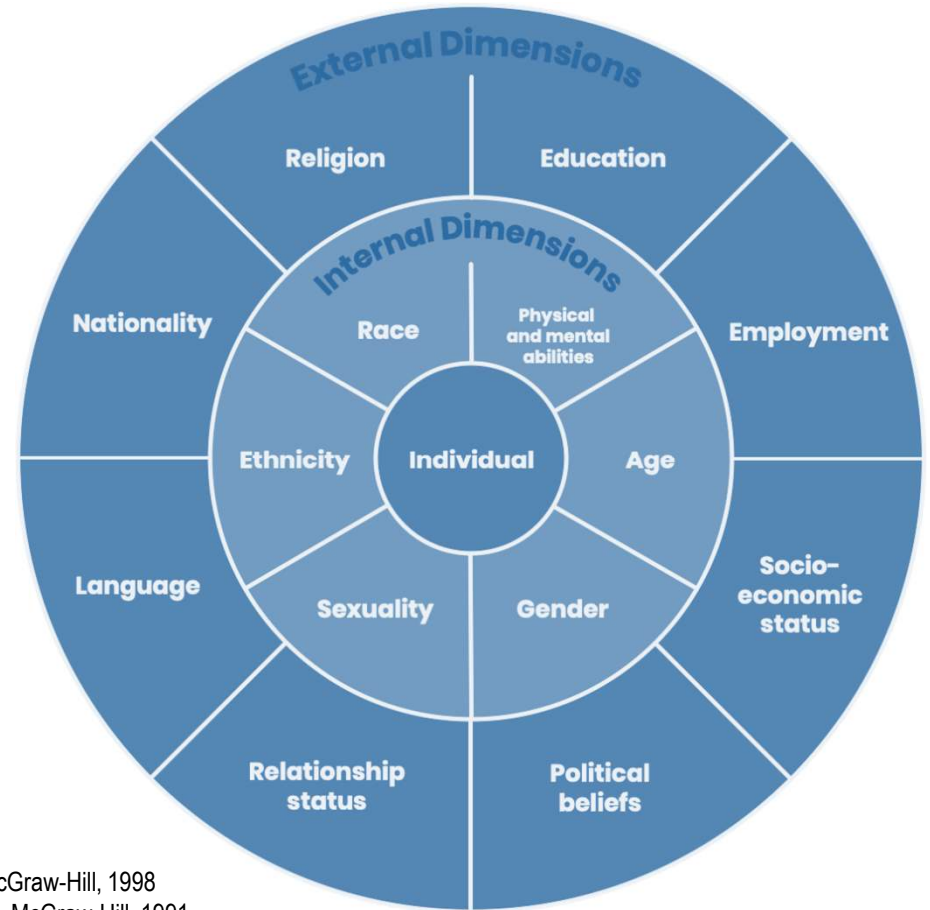
THE TRAINING COVERS:

- The importance of inclusion at Monash
- The diversity of people that make up our community
- Our six Diversity and Inclusion priority areas
- How inequality, power and privilege affect people's lived experiences
- Inclusive practice
- Where to go for further support

DIMENSIONS OF DIVERSITY

DIVERSITY WHEEL

What are the identity label(s) that you use for each category?



Adapted from

Gardenswartz, Lee and Rowe, Anita. *Managing Diversity: A Complete Desk Reference & Planning Guide*, McGraw-Hill, 1998
Loden, Marilyn and Rosener, Judy B. *Workforce America! Managing Employee Diversity as a Vital Resource*, McGraw-Hill, 1991

AT MONASH

DIVERSITY AND INCLUSION FRAMEWORK

SIX PRIORITY AREAS:

- **Aboriginal and Torres Strait Islander Staff and Students**
- Staff and students from **culturally and linguistically diverse backgrounds**
- Staff and students of **diverse genders, sexes and sexualities**
- Staff and students with **disability, ongoing medical or mental health condition**
- **Gender equality and gender equity**
- Students from **low socio-economic backgrounds**

EXCLUSION/ MARGINALISATION



RACISM IN HEALTH CARE

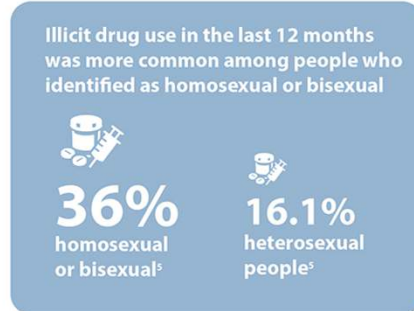
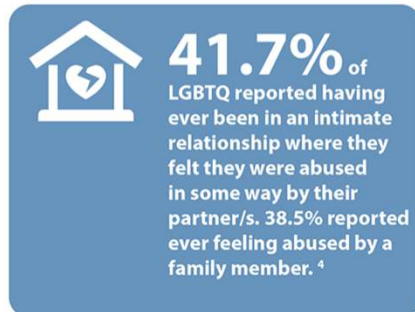
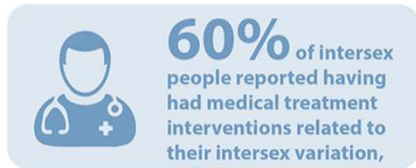
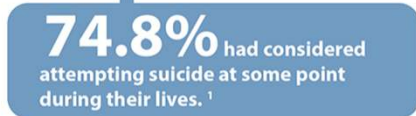
A 2016 study found many white medical students wrongly believe Black people have a higher pain tolerance than white people. Of all the participants, 73% held at least one false belief about the biological differences between races.¹

Indigenous doctors are 5.5 times more likely to report bullying as a major source of stress, 10 times more likely to experience racism, and 27% of Indigenous health students reported being very stressed by racism.²

¹Racial bias in pain assessment, Kelly M. Hoffman, Sophie Trawalter, Jordan R. Axt, M. Norman Oliver, Proceedings of the National Academy of Sciences Apr 2016, 113 (16) 4296-4301; DOI: 10.1073/pnas.1516047113

²Australian Indigenous Doctors' Association https://www.aida.org.au/wp-content/uploads/2017/08/Racism-in-Australias-health-system-AIDA-policy-statement_v1.pdf

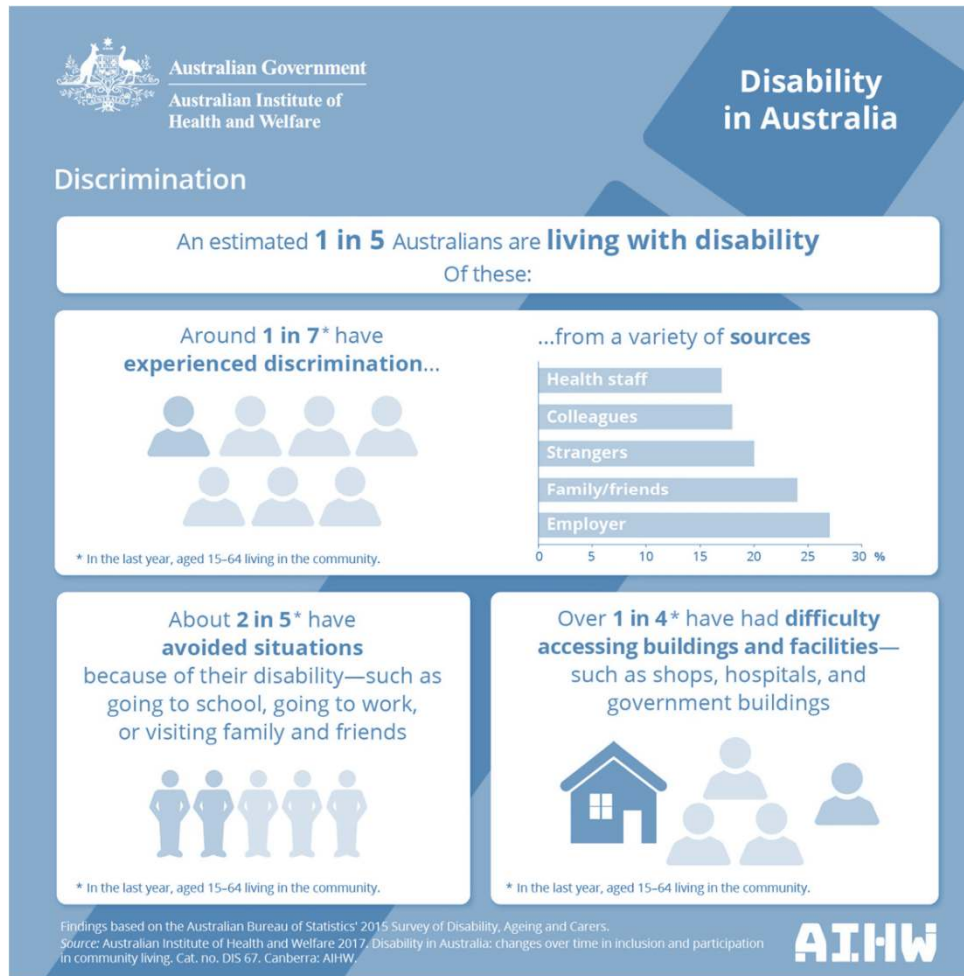
LGBTQIA+ HEALTH OUTCOMES



- Hill, A. O., Bourne, A., McNair, R., Carman, M. & Lyons, A. (2020). Private Lives 3: The health and wellbeing of LGBTQ people in Australia. ARCSHS Monograph Series No. 122. Melbourne, Australia: Australian Research Centre in Sex, Health and Society, La Trobe University
- Ibid
- Jones, T., Hart, B., Carpenter, M., Ansara, G., Leonard, W., and Lucke, J. (2016). Intersex: Stories and Statistics from Australia. Cambridge, UK: Open Book Publishers. <http://dx.doi.org/10.11647/OBP0089>
- Hill et al. (2020).
- AIHW (Australian Institute of Health and Welfare) (2020). National Drug Strategy Household Survey 2019. Drug statistics series no. 32. Cat. no. PHE 270. Canberra: AIHW
- Mooney-Somers, J., Deacon, R.M., Scott, P., Price, K., Parkhill, N. (2018). Women in contact with the Sydney LGBTQ communities: Report of the SWASH Lesbian, Bisexual and Queer Women's Health Survey 2014, 2016, 2018 Sydney: Sydney Health Ethics, University of Sydney.

https://www.lgbtiqhealth.org.au/2021_policy_priorities

DISABILITY DISCRIMINATION



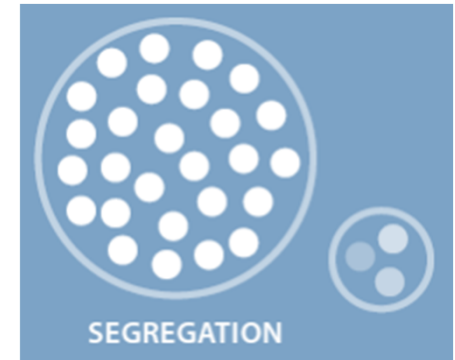
**TOLERANCE?
ACCEPTANCE?
INCLUSION?**





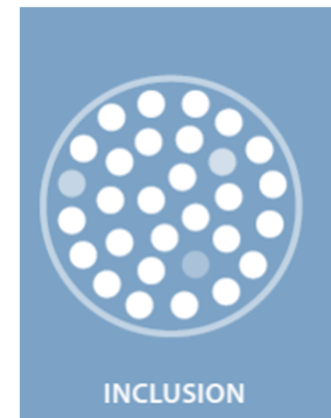
Exclusion occurs when people are directly or indirectly denied access.

Segregation occurs when marginalised people are provided access in isolation from the mainstream community.



Integration is the process of placing marginalised people within the mainstream community, so long as the former can adapt to the expectations of the mainstream community.

Inclusion involves systemic reform to dismantle barriers and provide all people within a community with an equitable experience.



BENEFITS OF INCLUSION

INDIVIDUAL

- Better mental health
- Higher job satisfaction
- Higher productivity
- 9.8 times more likely to look forward to going to work
- 6.3 times more likely to have pride in their work

WORKPLACES

- 5.4 times higher employee retention
- Higher productivity
- Higher employee morale
- Increased organizational flexibility
- Increased ability to recruit a diverse talent pool

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

WHAT ARE THE BARRIERS TO INCLUSION?



BARRIERS TO INCLUSION

Physical /
Environmental

Social /
Attitudinal

Institutional /
Systemic

Communication /
Interpersonal

IMPLICIT / UNCONCIOUS BIAS

“Unconscious biases are thought patterns; mental shortcuts.

Everybody has them. We learn these tendencies over our lifetime because they help us. We can do a complex activity like riding a bike, without consciously thinking about it. In a very similar way, biases help us navigate a complex social world.

Unfortunately, biases also have negative effects. We make snap judgments about others all the time: on the street, online, or when interviewing for a job. We use stereotypes to judge people from other groups.”

- Martijn Van der Kamp, Teaching Fellow, Monash Business School

THE EFFECT OF BIAS

A 2016 study suggests doctors are less likely to diagnose alcohol addiction in Asian Americans compared to white people, despite having the same symptoms.

This may occur due to the “model minority” stereotype, which frames Asian Americans as successful and self-reliant. The implicit bias this creates may lead doctors to overlook signs that Asian American patients require help.¹

¹Alice W. Cheng, Derek K. Iwamoto & Daveon McMullen (2018) Model minority stereotype and the diagnosis of alcohol use disorders: Implications for practitioners working with Asian Americans, *Journal of Ethnicity in Substance Abuse*, 17:3, 255-272, DOI: 10.1080/15332640.2016.1175990

WORKPLACE FACTORS AND DYNAMICS

Workplaces with increased **power imbalances** are more likely to have incidents of sexual harassment, gender-based violence and other forms of unacceptable behaviour.

In addition:

- A culture that tolerates sexual harassment,
- Lack of understanding of sexual harassment, and
- Use of alcohol all contribute to an increased risk of sexual harassment.

One medical professional spoke about *'the hierarchical issues and control issues'* which permeate medical training, registration processes and referrals, such that, *'for your entire duration of your medical work, you're dependent on the hierarchy for your reputation'*

-- *Respect at Work* (2020)

POWER

Power is the ability to influence the behaviour of others or change the course of events. This can be exercised either by encouraging a particular choice, or by limiting available choices.

Social Power is a form of power found within the rules and norms of a society and is dictated by groups that are dominant within the society. Benefiting from social power is what we call **Privilege**.

WHAT IS INCLUSIVE PRACTICE?



INCLUSIVE PRACTICE

Empathy and self-awareness

- Understand your own biases and challenge them
- Educate yourself by doing research or attending training
- Be aware of the feelings, thoughts and experiences of others

Communication

- Acknowledge that people communicate differently
- Be patient and listen
- Understand that your slang may not be inclusive for someone else

Creating safe and inclusive spaces

- Use inclusive language to show respect for others
- Challenge stereotypes of others

SUPPORT AND ADVICE

Respectful Communities

- Prevention of gender-based violence, LGBTIQ+ community, Anti-racism

Disability Support Services

- Disability, ongoing medical or mental health condition

William Cooper Institute

- Aboriginal and Torres Strait Islander staff and students

Access Inclusion and Success

- Students from low socio-economic backgrounds

Staff Equity and Diversity

- Monash HR support

**INTERESTED IN RUNNING A
TRAINING LIKE THIS FOR YOUR
STUDENTS OR STAFF?**

**REACH OUT TO RESPECTFUL-
COMMUNITIES@MONASH.EDU**



Please note these slides have been adapted from a complete training session with additional interactive elements that was presented by Respectful Communities at Monash University