

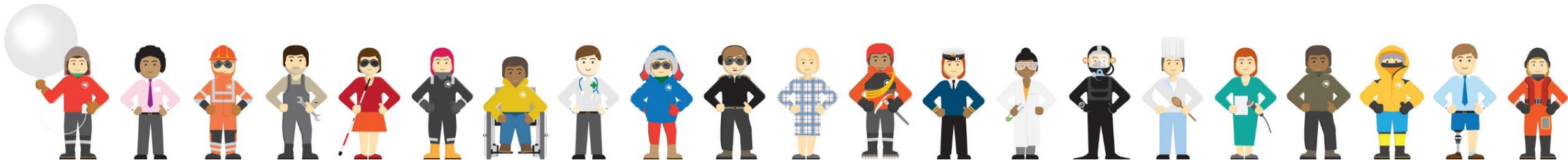
An introduction to inclusive behaviours

Supporting cultural learning in the workplace



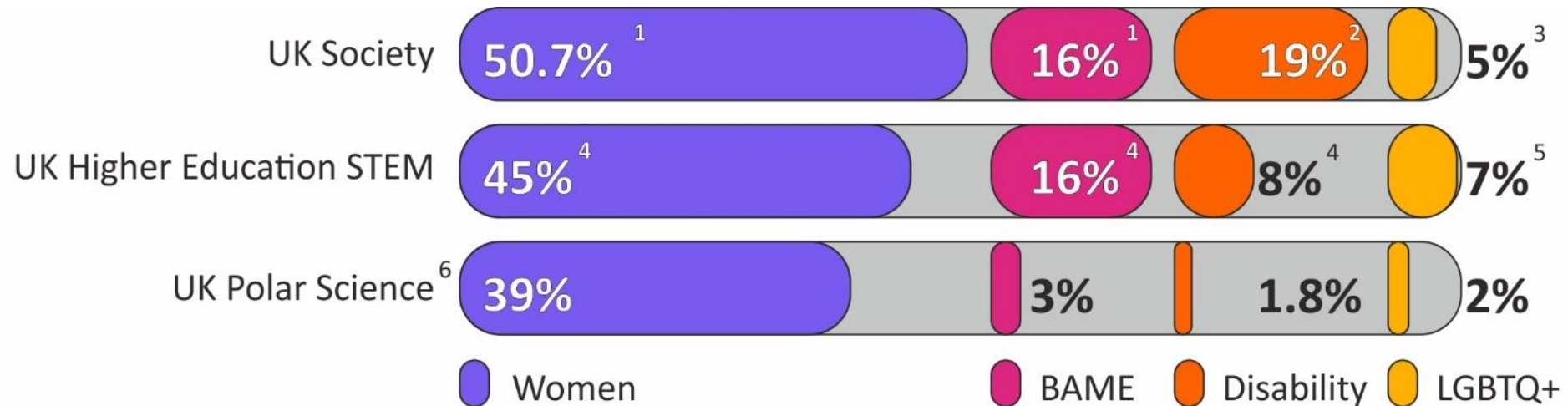
DIVERSITY
IN UK POLAR SCIENCE

If you are interested in using this material or would like to talk to us about the content, please get in touch via email at inclusion@bas.ac.uk



Making Polar Research more inclusive

BAS and UK Polar Science do not currently reflect the diversity within UK society



1. Office for National Statistics Research 'Report on population estimates by characteristics' 2017
2. Brown, J., & Powell, A. (2018). People with disabilities in employment
3. Office for National Statistics : Sexual Orientation UK, 2017
4. Equality in higher education: students statistical report 2016
5. Equality+ higher education Students statistical report 2019
6. Using British Antarctic Survey as a proxy

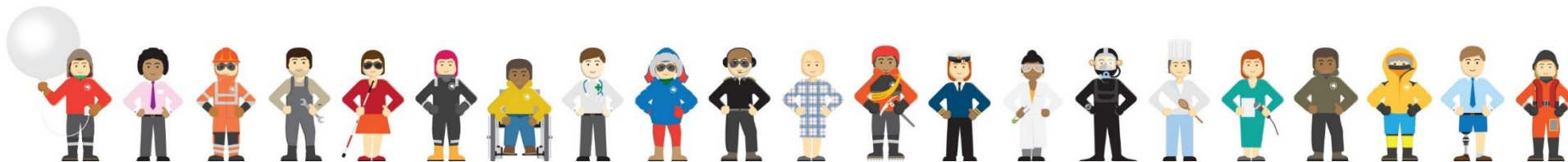


Embrace diversity and foster inclusive culture

BAS aims to give staff, students and visitors a secure environment where they are respected for who they are, no matter their **age, disability, sexual orientation, religion, race, ethnicity** or **gender identity**.

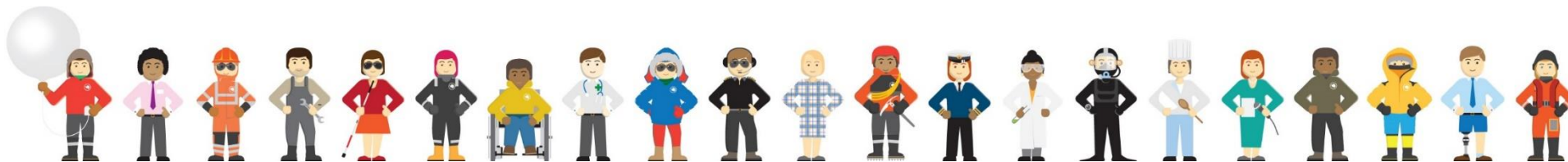
Creating an open culture of respect and support benefits all within the organisation and improves mental and physical health.

As individuals we have the responsibility to **actively promote inclusion through our daily words and actions**.



What do you think an inclusive workplace looks like?

- Does everyone else has the same experience as you?
- How is working in the polar regions different from a “regular workplace”?
- Why might someone e.g. from a minority going south feel particularly vulnerable?
- How might we ensure that everyone can come to work as they are, be safe and receive fair treatment?



Listening & learning

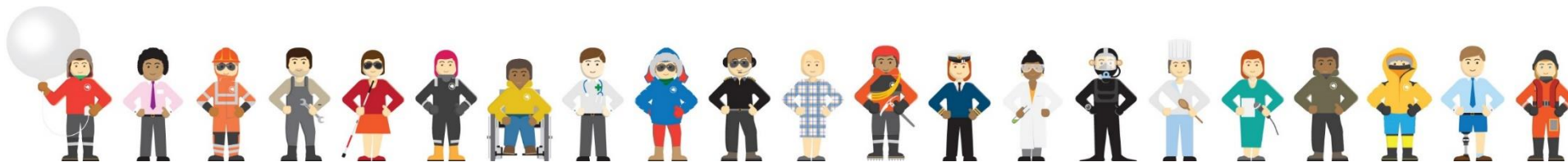
Cultural humility requires us to be infinitely teachable

“I have educated myself so I am as culturally capable as I can be”

“I know I won’t ever understand everyone else's experience”

“The conversation is so important that I’m willing to try”

“Forgive me if I get it wrong, but help me get it right”

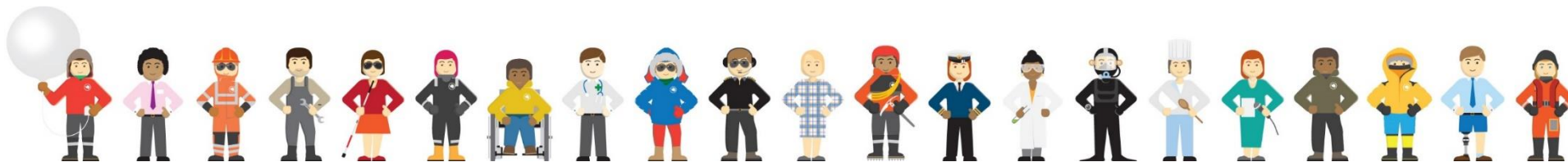


Be polite & respect other people's wishes

For those who do not identify as a member of a minority it can feel overwhelming keeping up with the language used around equality, diversity and inclusion.

Many people worry about saying the wrong thing, therefore interacting less with some of their colleagues.

The most important thing to remember is to **respect other people's wishes.**



Respect how people identify themselves

Asking the person how they would like to be referred to or introduced to others can save a lot of anxiety and embarrassment.

- Example: if someone asks you to call them by a particular pronoun, name or title it's important to respect their wishes.



Don't panic!

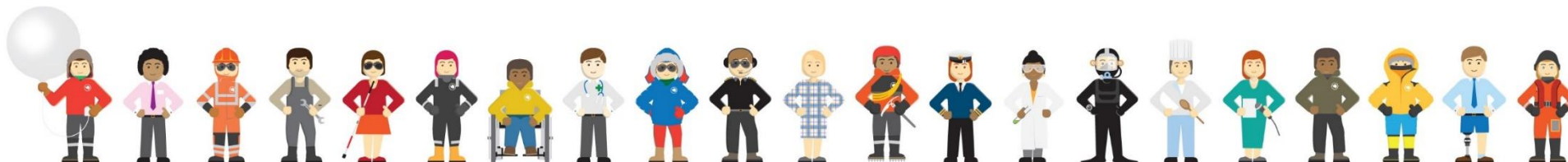
Speak as you would normally, if you make a mistake and are worried that you have caused offence it is best to apologise as soon as possible, invite and take on board any feedback and move on with the conversation.

Context is everything

Asking about someone's disability, ethnicity, race, nationality, sex, gender, sexuality, age, religion or any other personal details should be done sensitively and with respect.

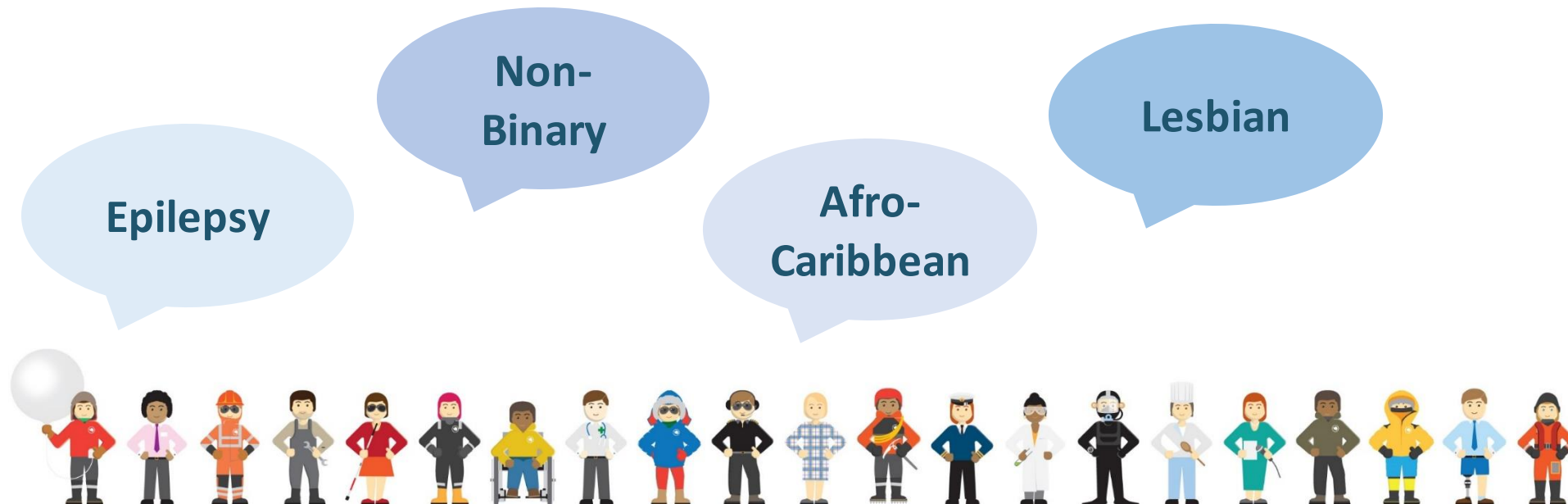
Respect personal choices

If someone discloses personal information to you then this should not become the subject of gossip.



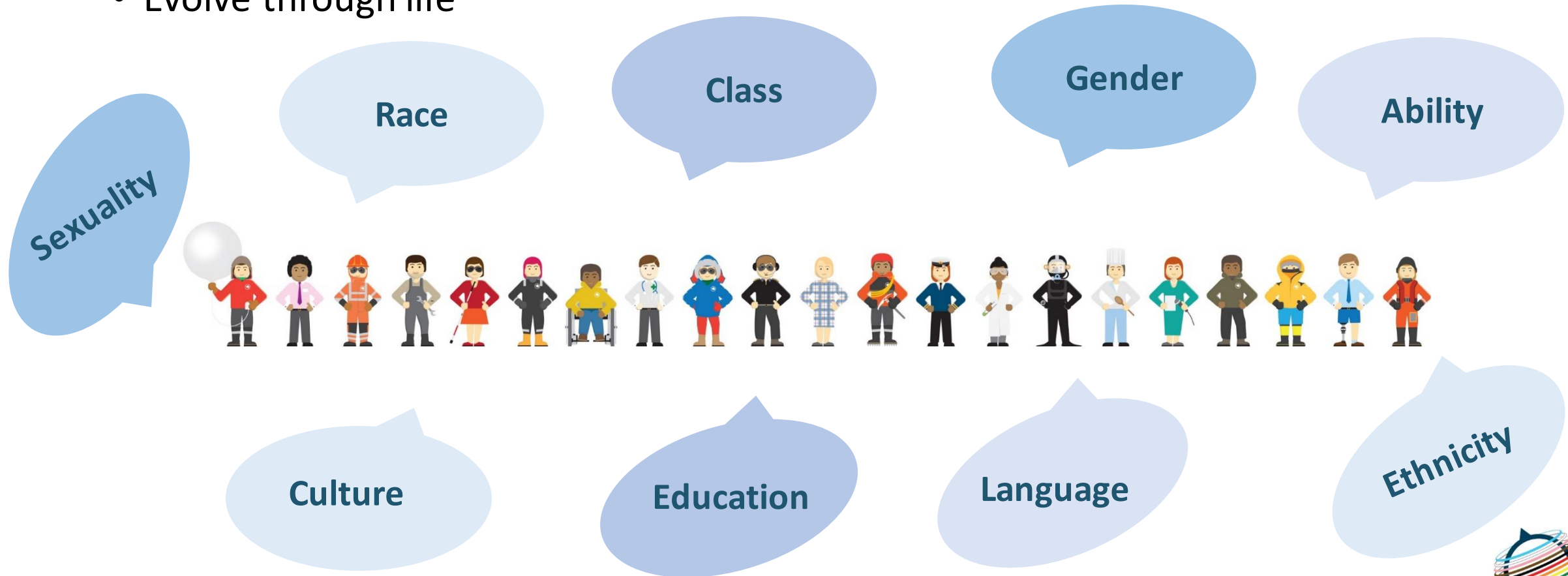
Diversity in language & terminology

- The following section is a brief introduction to the language used to describe some minority groups. It does not cover everything and is meant to encourage further discussion and learning.
- Further resources can be found on the Ice Flow in the EDI Toolkit.



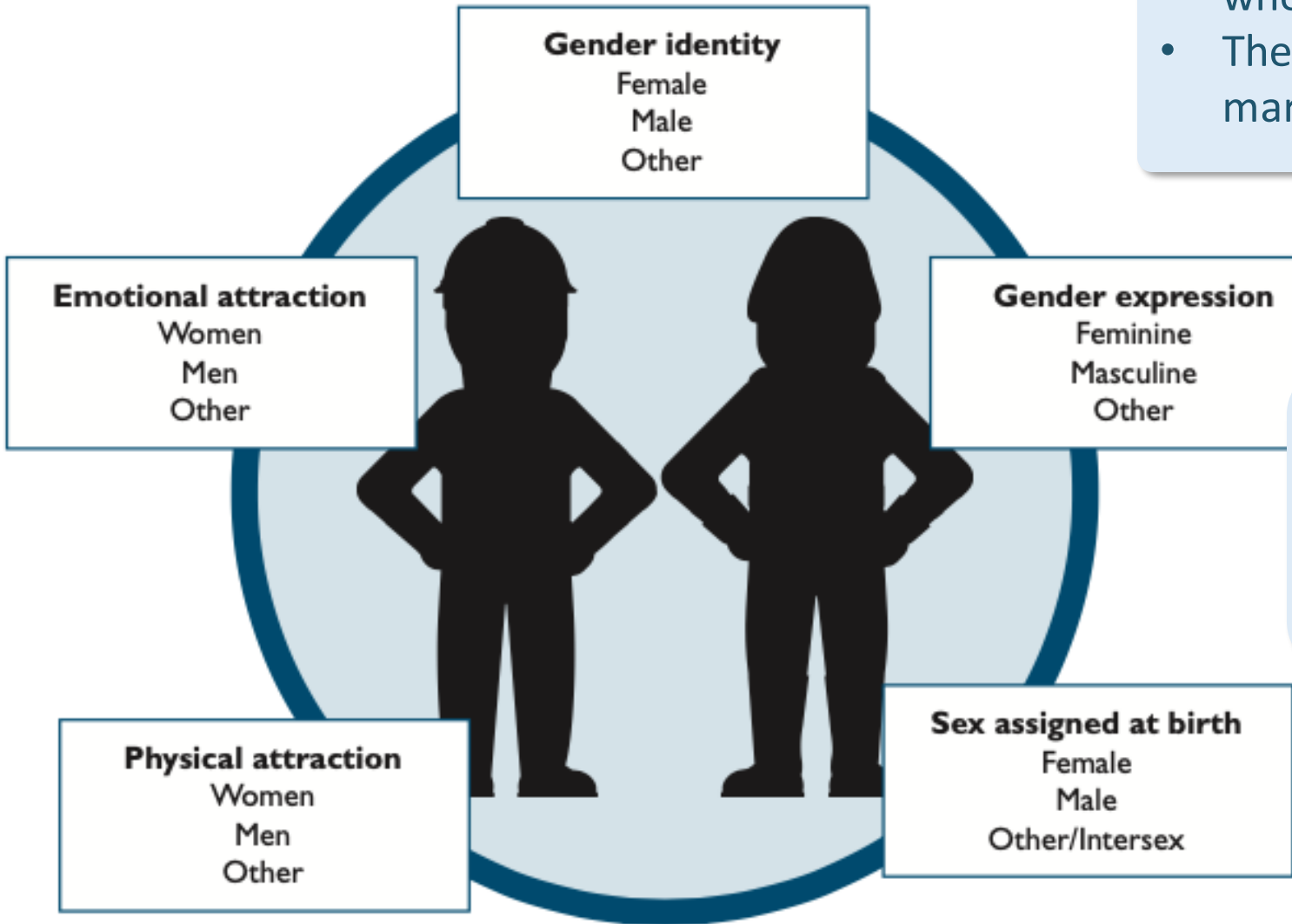
Identities

- Are complex and not always on show
- Evolve through life



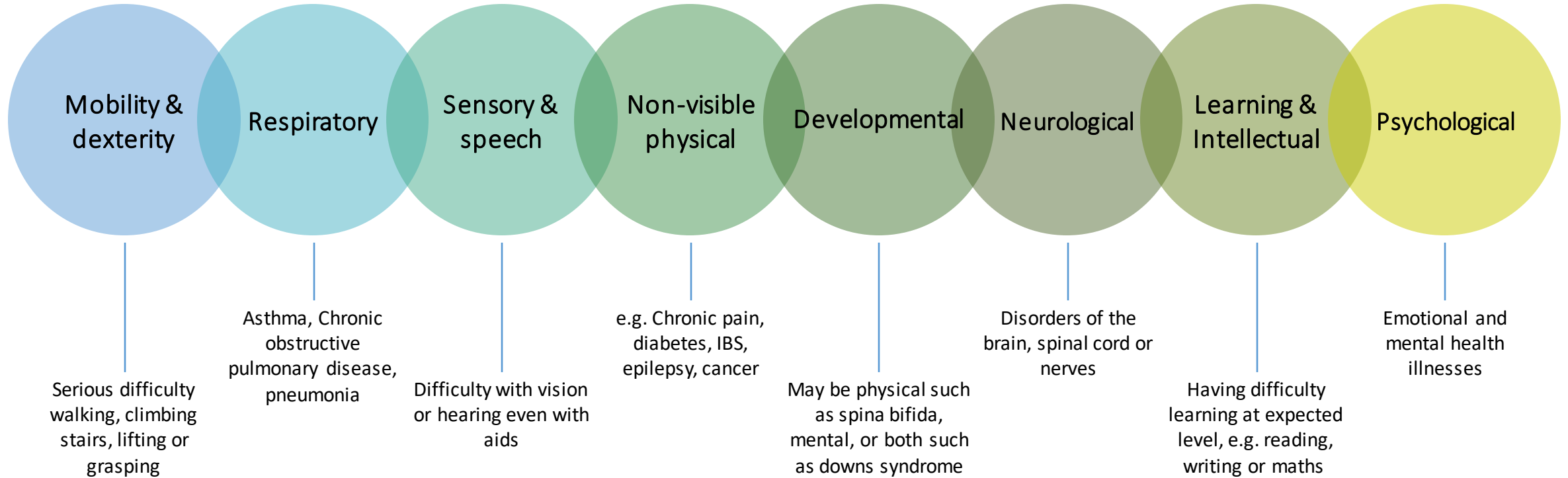
Sex, Gender & Sexuality

- Each person's sexual and gender identity consists of a combination of different elements, whether you're a member of a minority or not.
- The LGBTQIA+ community refers to people from marginalised sexual and gender identities.

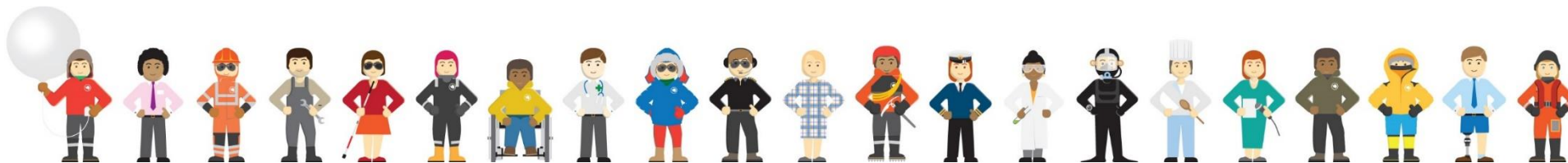


Respect how people identify themselves

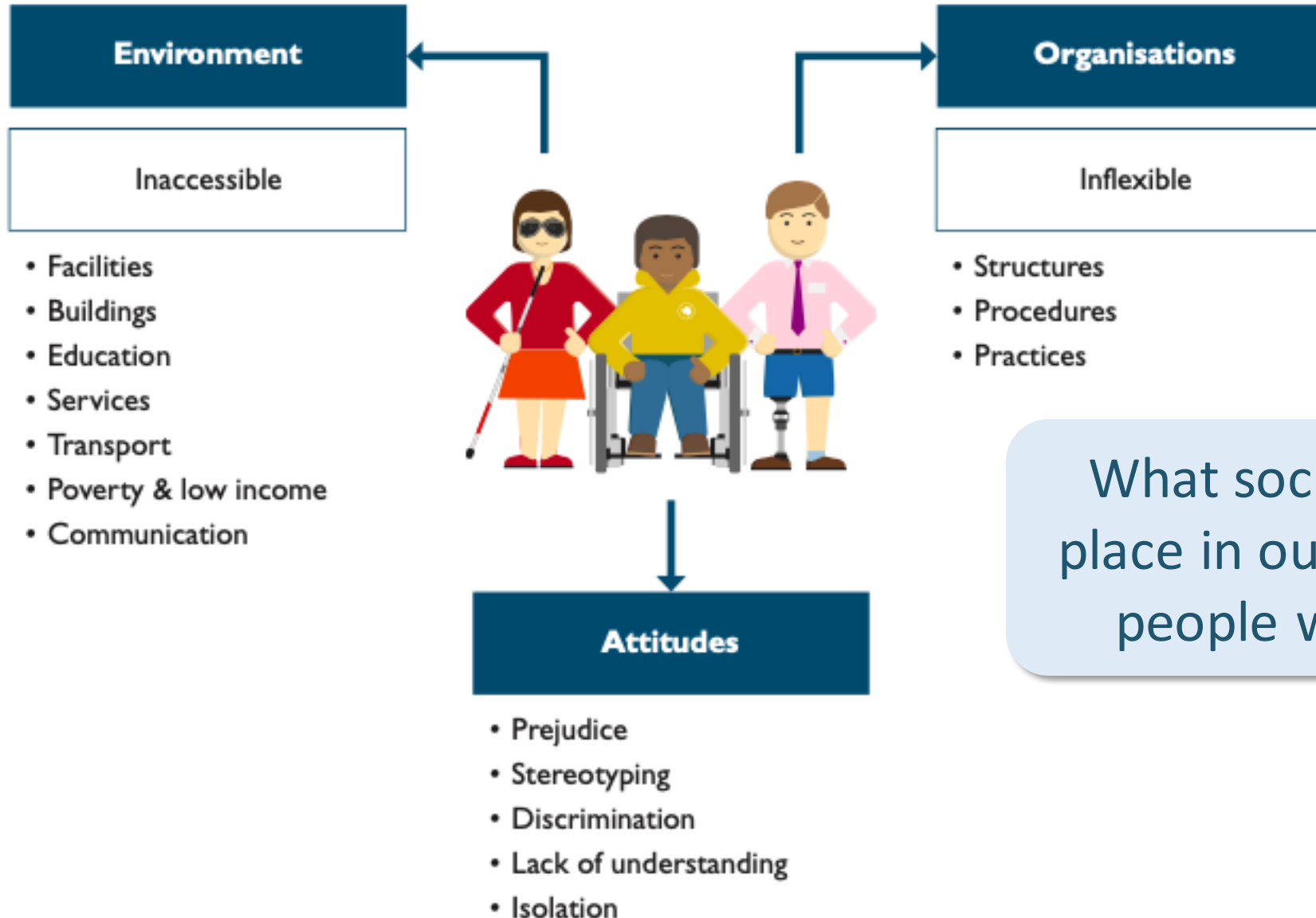
Disability



Don't assume the needs of others – always ask them



Recognising ableism



What social barriers are in place in our environment for people with disabilities?

Ethnicity & Race (BAME - Black, Asian and Minority Ethnic)

Race and ethnicity are both socially constructed, having no inherent physical or biological meaning.

Race

Differences in:

Skin

Hair

Face

Body

etc.

Ethnicity

Differences in:

Language

Religion

Customs

Traditions

Food

Be careful of stereotypes and
your own bias



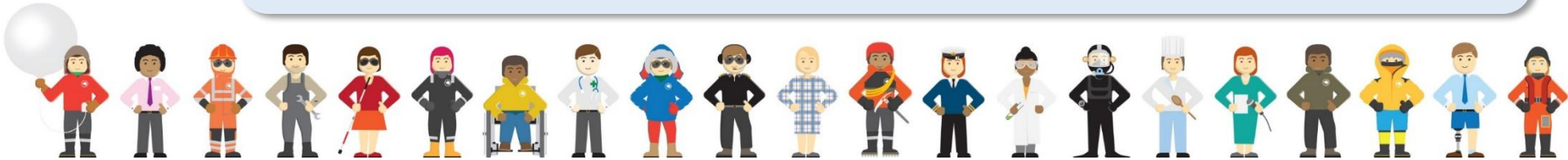
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Recognising racial harassment & microaggressions

What could racial harassment feel like for a colleague?

Theme	Microaggression	Message
<p>Alien in own land When individuals are assumed to be foreign-born.</p>	<p>“Where are you from?” “Where were you born?” “You speak good English.”</p>	<p>You are not British. You are a foreigner.</p>
<p>Colour blindness Statements that indicate that a White person does not want to acknowledge race.</p>	<p>“All lives matter.” “When I look at you, I don’t see colour.” “The UK is a melting pot.” “There is only one race, the human race.”</p>	<p>Denying a person of colour’s racial/ethnic experiences and individual as a racial/cultural being. Assimilate/acclurate to the dominant culture.</p>

Be open to listen if someone makes the effort to explain their racial experience to you.



Biases & gender stereotypes

People differ in levels of bias, but they are held by all. Gender stereotyping is preconceived ideas about the roles women, men and other genders have in society.



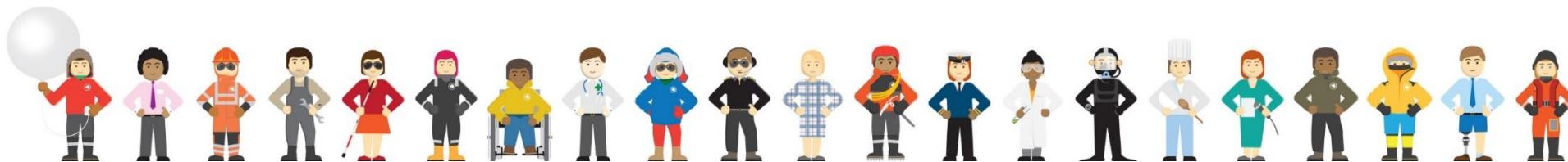
Unconscious gender bias is an unintentional & automatic association based on gender, stemming from traditions, norms, values, culture or experience.



Taking action: Being an active bystander

When you are aware of when someone's behaviour is inappropriate or threatening and choose to challenge it. Or if you do not feel comfortable doing this directly, you can get someone to help you.

DISTRACT // DIRECT ACTION // DELAY // DELEGATE



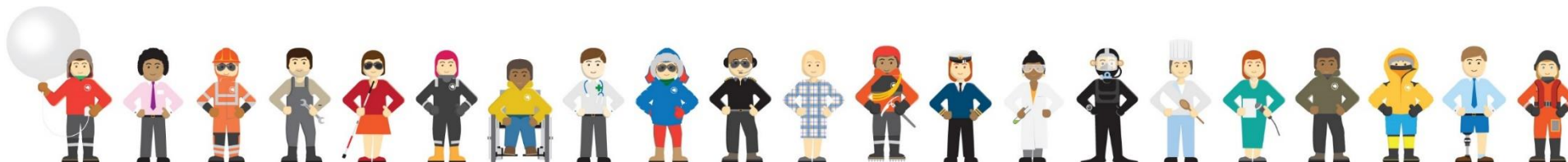
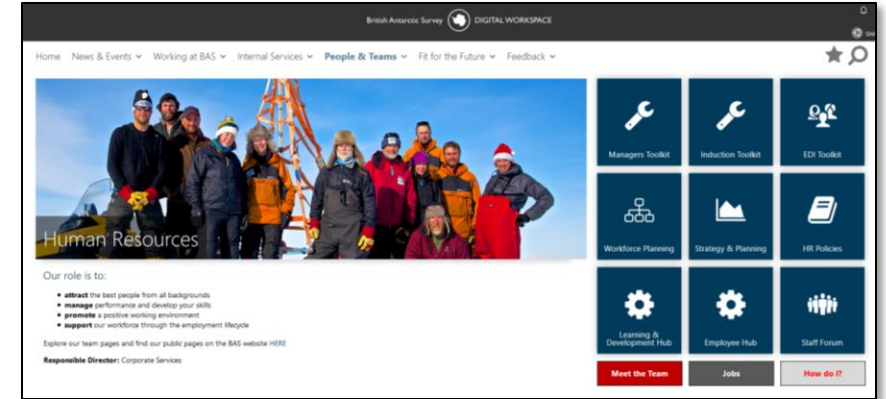
Do you have questions regarding **Equality, Diversity and Inclusion?**

Get in touch with the **EDI Network**

Get familiar with **VAULT** – our new reporting tool allows you to discuss concerns with HR anonymously

You can contact a **BAS welfare officers**

You can also find additional resources and sign up to the **BAS Pledge** on the Digital Workspace.





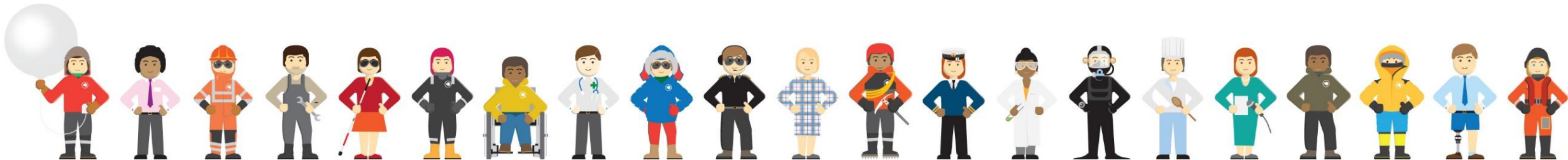
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We are working towards a respectful and open culture across all areas of BAS.

We as individuals and teams can make our workplace better for everyone.

We have a responsibility to actively promote inclusion through our daily words and actions.

We all have to learn how to say when it's not okay.



Thanks for listening....

- The BAS code of conduct and the UK polar community guide on inclusive behaviours can be found on the BAS website > Guides & forms > Code of conduct

