

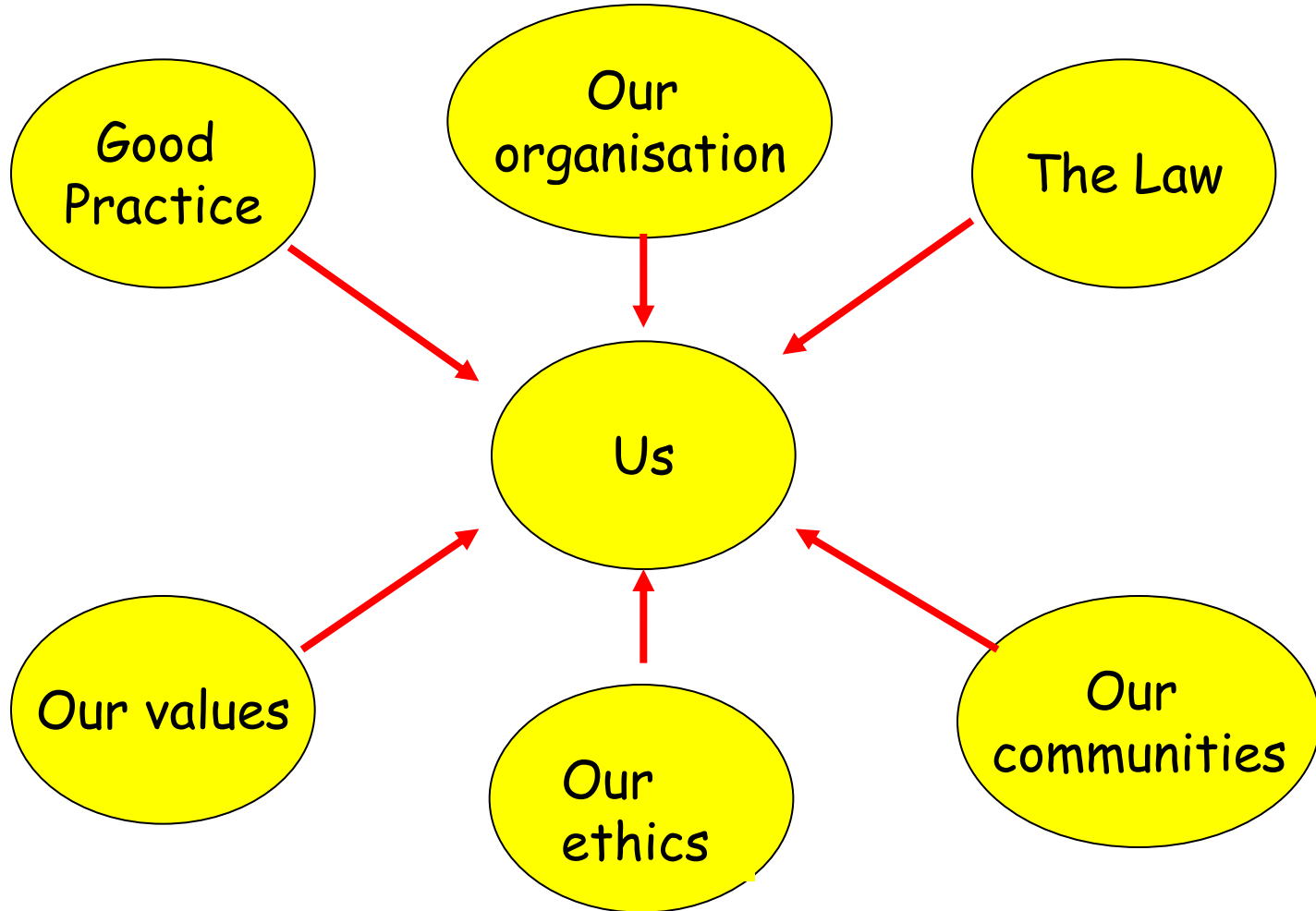


University of Stirling  
Sports Union  
Clubs Academy

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# Diversity Awareness and Dignity at Work

# Why bother? Who is the University of Stirling?



# Organisational Culture

# Organisational Culture

- Cultures within A Culture
- 'The way we do things around here'
- 'How we think around here'
- Terminology
- Organisational culture has both positive and negative features.
- **We need to change the negative aspects of our culture.**

# Our Community/Campus

- Ethnicity 5.1% as being BME
- Staff
- Student

# Allport's Scale

**Extermination** - murder, massacre, genocide, etc



**Physical Attack** - acts or threats of violence



**Discrimination** - unequal treatment, harassment



**Avoidance** - excluding from social activities, ignoring etc



**Anti-Locution** - 'bad mouthing', racist/sexist jokes, derogatory remarks

# Ethnocentrism

- Ethnocentrism is *'the making of judgements about others' behaviour and cultures based upon your own culture as the norm; viewing others through the eyes of your own culture'*
- Another definition is *'the feeling that a group's mode of living and values are superior to those of other groups'*
- Ethnocentrism is a form of prejudice
- Ethnocentric beliefs may lead to racial behaviour



# Responses to Dominance

- Exercise on bullying

Can you think of a time when you were bullied?

How did you feel? What did you do about it?

# Legislation

## Equalities Act 2010

# The Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

# Definitions of discrimination

- Direct discrimination
- Discrimination by Association
- Perception Discrimination
- Indirect Discrimination

# Your Policies & Procedures

- Dignity/Fairness at Work
- [www.diversityandequality.stir.ac.uk/documents/Studentanti-bullyingandharassmentpolicy.pdf](http://www.diversityandequality.stir.ac.uk/documents/Studentanti-bullyingandharassmentpolicy.pdf)

# Power of Language

- Your local policies and procedures also govern the use of language which would not necessarily be covered under the Equality Act.
- Provide examples

# Hate Crimes are Different

- Hate crime can affect not only the victim but may impact upon entire communities. There can be multiple victims.
- Being the victim of a hate crime means being a victim because of who you are. You are a victim for no other reason.
- The 'drip drip' effect. Many victims of hate crime have endured years of abuse before they eventually report it to the police. A constant 'drip' of seemingly 'petty' abuse can in the long term be as damaging as a single violent act.

# Actions

- Your actions have consequences



# Remember

- What you Permit You Promote
- You are the organisation
- People will be far more impressed by the power of your example – than the example of your power.

(whether that be , staff, colleagues, clients, the public, friends or family)



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