



# Hello to the...

The logo for the Leeds Music Education Partnership is a square with a white-to-grey gradient background. The text is arranged in four lines, stacked vertically, in a dark red color. The words are "Leeds", "Music", "Education", and "Partnership".

Leeds  
Music  
Education  
Partnership

# Welcome to Equality Diversity and, Inclusion.

Presented by **Stephen Morley**.  
Trainer and Inclusion Advocate.





## Who are we?

Community Interest Company,  
established in **2012**.

We offer UK-wide; training, consultancy  
and research.



## Who are we?

Specialists in EDEI.

Research and evidence based.

Partnership work.

We are Equalities-led.



## Our courses.

Accessible Information Standards  
Achieving Cultural Competence  
Black, Asian & Minority Ethnic Talent  
How we can Build Resilience Against Adversity  
Diversity in Practice – LGBT+  
**Equality, Diversity & Inclusion**  
Gender Awareness  
About Race

## Steve Morley.



Inclusion teacher, and mental health advocate. Author, and Educator. Worked with ethnic communities, the homeless, people with disabilities, and people with poor mental health.

*I am committed to a world where difference is celebrated, not just tolerated.*

## **What else?**

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**68 years of  
experience.**

Rathbone Market, Canning Town - 1963



**What else?**

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**68 years of  
experience.**

Mr & Mrs Morley. Circa -1969



**What else?**

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**68 years of  
experience.**

Mr & Mrs Morley. Circa 2018





**Checking in.**

**Take care of YOU!**

Course slides / links

Facts and opinions

Questions via Chat please

# **Outcomes.**

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**Explore** the themes of equality, diversity, inclusion and what those might mean to you in your work.

**Give an overview** of equalities legislation.  
**Look at language.** Why what we say matters.

# **Outcomes.**

**Show examples of Discrimination, Racism, Bias, Microaggressions and more.**

**Provide food for thought to encourage you to reflect and pursue further learning and development.**

## Outcomes.

Importantly to help you explore how to reach out and ensure YOU are inclusive, welcoming and as representative as possible within your own organisation and communities.

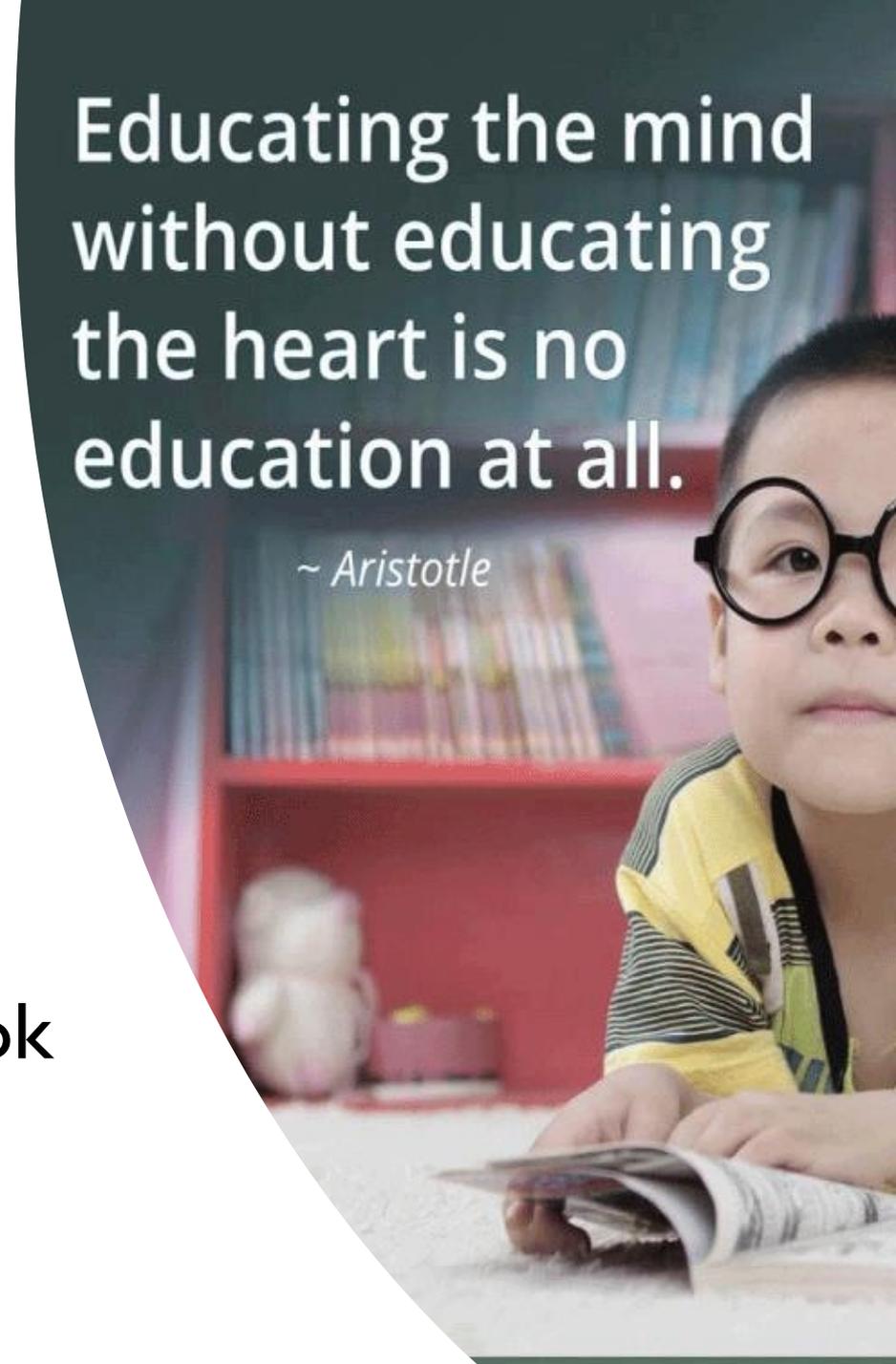
**We will talk about**

# **Empathy in Action.**

How we change attitudes  
with right intention. It's ok  
to be vulnerable.

Educating the mind  
without educating  
the heart is no  
education at all.

*~ Aristotle*



# Empathy

**Put simply, the quality of empathy means putting yourself in another person's shoes and seeing the world from their point of view.**

The background features several overlapping silhouettes of human heads and shoulders in various colors: dark blue, light blue, grey, red, and dark red. The silhouettes are arranged in a way that suggests a group of diverse individuals. The text is centered over the silhouettes.

**What do we  
mean by  
Equality,  
Diversity,  
and Inclusion?**

# Equality.

**Right to be different.**

**Right to be free from  
discrimination.**

**Valued as an individual.**



# Equality.

**Having choice.**

**Having dignity.**

**Right to beliefs  
and values.**

**It's about fairness.**



“Fairness is not giving everyone  
the same thing.

Fairness is giving each person  
what they need to succeed”



# Diversity.

**Means varied, different.**

**Valuing individual  
difference.**

**Understanding and  
respecting “Difference.”**



- Image credit: Shutterstock



Diversity in action. Different people with different attitudes and beliefs. When it matters, they come together, to form a team that is greater than the sum of its parts.

## **Benefits**

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**A diverse workforce in age, race, religion, nationality, sexual orientation, and gender helps bring success, diverse viewpoints, and perspectives to a company.**

## **Why focus?**

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***“Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without.”***

**William Sloane Coffin.**

## **Diversity and Inclusion**

*Diversity is the starting point. Inclusion is the end goal.*

## Inclusion.

**Inclusion is equal access to opportunities. Removing barriers, discrimination and intolerance.**



For Example:

**Putting on  
an Event.**



## For Example:

**Equality** – is making  
sure that **everyone**  
gets an invitation.

## For Example:

**Diversity** – is the event  
is made up of **different**  
**people from different**  
**backgrounds?**

## For Example:

**Inclusion** – have you  
made sure **everyone**  
has their **individual**  
**needs met?**

## Feedback:

**Ask** the people  
invited, who is  
missing? **What**  
**did I forget?**



**Equality** is about  
creating a **fairer society.**

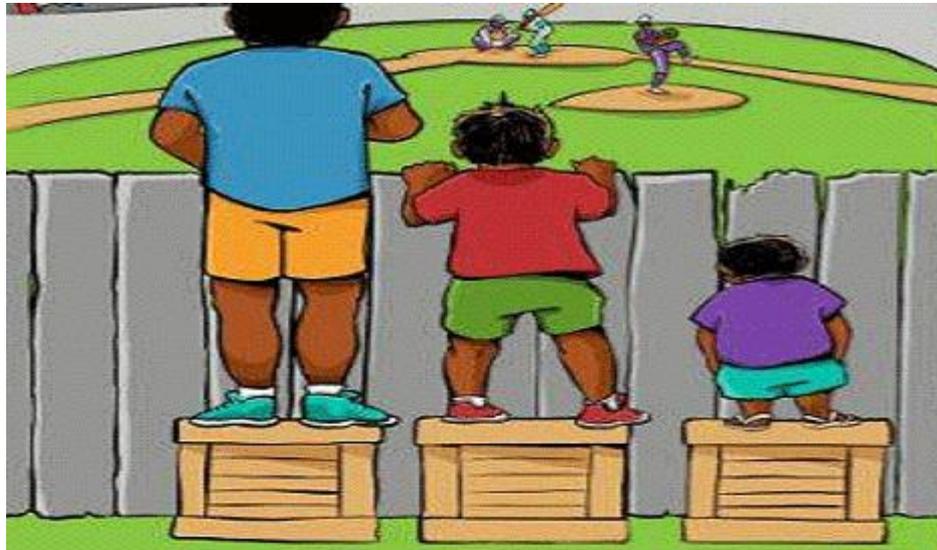
A Society where  
**EVERYONE!** Has the  
freedom to **participate.**

A Society where  
**EVERYONE!** Has the  
same **Opportunities** to  
achieve their **Potential.**

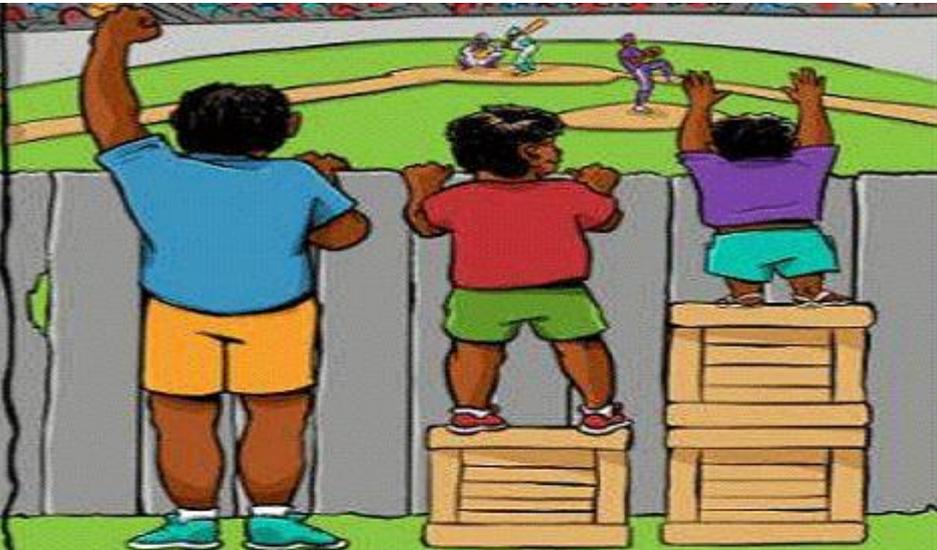
A Society that  
**Understands** that each  
**Individual** is **Unique.**

A Society that  
**Recognises** and  
**RESPECTS** our  
**individual differences.**

**Embracing Equality  
and Diversity alone,  
Do Not Guarantee  
Inclusion or belonging.**



**EQUALITY**



**EQUITY**



**LIBERATION**



**INCLUSION**

***“Diversity is being invited to the party. Inclusion is being asked to dance”.***

**- Verna Myers.**



Let me ask you a  
**Question?**



Is this YOUR **Normal?**



Is this YOUR **Normal?**



Is this YOUR **Normal?**



Is this YOUR **Normal?**



**What you see  
Is what you get!**



“If I don’t see myself, then I don’t think you are for me...”

# Belonging

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**Candidates look for signs of diversity as a promise of inclusion.**

# Belonging

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**Candidates see those signs of inclusion, as a promise of equity.**

# Belonging

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**Candidates** hope those  
signs of equity. are a  
promise of belonging.

# Belonging

---

**Candidates will feel a sense of inclusion and a great work experience.**

# Cultural Competency?



# Cultural Competence

*Diversity is the starting point. Inclusion is the end goal. So, achieving **cultural competence is key.***

# What is Cultural Competency?





# The Cultural Iceberg



## **Cultural Competence**

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***“What lies behind us, and what lies before us are but tiny matters compared to what lies within us. And when we bring what lies within us out into the world, miracles happen”.***

**HENRY STANLEY HASKINS**

**Willingness to be more aware.**

To build better **understanding**

between people, to be **respectful**

and **open to different cultural**

**perspectives.**

**Willingness to STRIVE for  
UNDERSTANDING, and to try  
not to be MISUNDERSTOOD.  
Exploring Cultural Competency  
can be helpful.**



**EVER BEEN MISUNDERSTOOD?**

**FOR SOME PEOPLE BEING  
MISUNDERSTOOD  
IS A DAILY OCCURANCE.**

## **MAKING A CASE FOR CULTURAL COMPETENCY.**

Imagine **having your intentions questioned**  
every time you walk down the street.

Imagine your **very humanity challenged.**

## **MAKING A CASE FOR CULTURAL COMPETENCY.**

**Imagine having your aspirations mocked, your progressed blocked. Your self worth ridiculed. Your success met with disbelief, anger or denial.**

**FOR SOME PEOPLE BEING MISUNDERSTOOD  
IS A DAILY OCCURANCE.**

**CULTURAL COMPETENCY HELPS AVOID  
MISUNDERSTANDING AND BEING  
MISUNDERSTOOD.**

**HOW DO WE ACHIEVE CULTURAL COMPETENCE?**

# How do we achieve Cultural Competency?



## Cultural Competence

*“Cultural competence is a lifelong project. You have to keep finding ways to expand your learning.”* Pamela A Hays, author

- Learning about yourself, your own culture and values is a good place to start.
- This helps with learning about other cultures
- Interacting with diverse communities and groups

## Cultural Competence.



*“Cultural competence is a lifelong project. You have to keep finding ways to expand your learning.” Pamela A Hays, author*

- Conferences, events and training
- Make sure the organisation is signed up
- Strive for authentic qualities and values

## Cultural Competence.



*“Cultural competence is a lifelong project. You have to keep finding ways to expand your learning.” Pamela A Hays, author*

# Cultural Competence

There is a range of personal qualities or values that are regularly associated with **Cultural competence**. They include **Curiosity, Empathy, Kindness, Humour, Persistence, Patience, Courage, Humility, and Sensitivity.**



**We do have laws.**

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Equality Act 2010

We are a “**work in progress**” because we are all human. All of us on our own journey towards cultural competence.

**Unfortunately, not everyone has empathy and an inclusive attitude.** So, we have legislation in place to protect against discrimination.

**We do have laws.**

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# Equality Diversity and, Inclusion.

Let's take a look at  
The Equality Act 2010





# Equality Act

Equality Act 2010

**Offers legal protections against various forms of discrimination to people with one or more**

**“Protected Characteristics.”**

Race & Ethnicity

Marriage and civil partnership

Disability

Pregnancy and maternity

Religion or belief



Equality Act  
2010



Gender reassignment

Age



Gender



Sexual orientation

**The purpose of**

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**The Equality  
Act 2010 is to  
protect against  
discrimination.**



**Let's talk about**

---

# Discrimination Harassment Victimisation

Part of an illustration by Ernest Fiestan





# Equality Act

Equality Act 2010

**The Equality Act** offers protection from *direct discrimination, indirect discrimination, associative discrimination* and *perceptive discrimination*.

## Discrimination.

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**Direct discrimination:** Someone is treated less favourably due to their protected characteristics.

I didn't get the job  
because of my  
disability / gender /  
race

They asked  
whether I was  
planning a  
family

My boss's attitude  
changed when I told  
him I was gay

## Discrimination.

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Sunday working is compulsory – what about my faith?

Without a degree, I don't stand a chance

Only mothers can apply for flexible working

**Indirect discrimination:** The unintended consequence of a policy disadvantages a particular equalities community or someone with a protected characteristic.

## Discrimination.

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**Discrimination by association:** Someone is discriminated because they associate with a person with a protected characteristic.

**Discrimination by perception:** Someone is discriminated against because others think they have a protected characteristic.

**Let's talk about...**

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**Discrimination**  
**Harassment**  
**Victimisation**

**Unwanted conduct which has  
the purpose or effect of:**



## Harassment.

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- Violating the person's dignity.
- Creating an intimidating, hostile, degrading, humiliating or offensive environment.
- Unwanted conduct of a sexual nature.

## Types of harassment.

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# SEXIST BEHAVIOUR.

*When banter becomes  
offensive.*



## Types of harassment.

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# RACIST BEHAVIOUR.

*When banter becomes  
racist.*



## Types of harassment.

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# Homophobic BEHAVIOUR.

*When banter not just offends, but  
demonises.*



Let's talk about...

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Discrimination  
Harassment  
**Victimisation**

**Victimisation is defined in  
the Equality Act as:**



## Victimisation.

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- Occurring when someone is treated badly as a direct result of having complained about discriminatory treatment under the **Equality Act 2010**

## Dos and don'ts

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**DON'T** ignore the lower-level incidents or comments – they usually precede or indicate a more serious problem.



Exceptions to  
**The Equality**  
**Act 2010**  
**(GOQs)**





Equality Act 2010

## Exceptions.

For example, if the job requires the worker to be in a single-sex environment.



## Exceptions.

Equality Act 2010

Requires the worker to be in a foreign country with specific laws or requirements re language and customs.



# Equality Act

## When it goes wrong.

Women make up just 17% of boards in FTSE100 companies

54,000 women face pregnancy discrimination each year

Citigroup banker sues for age discrimination

Honda pays out £15m to settle race discrimination claims

Autistic worker awarded £15k in discrimination case against Subway

Gay couple awarded £3,600 compensation in B&B case





**End of Part One  
Time for a break?  
Back Soon.**

# Welcome back.







WOKE?

Equality & Diversity.

Isn't this all a bit

**WOKE?**



## Politically Correct.

*“Sometimes I think the  
World’s gone insane!*

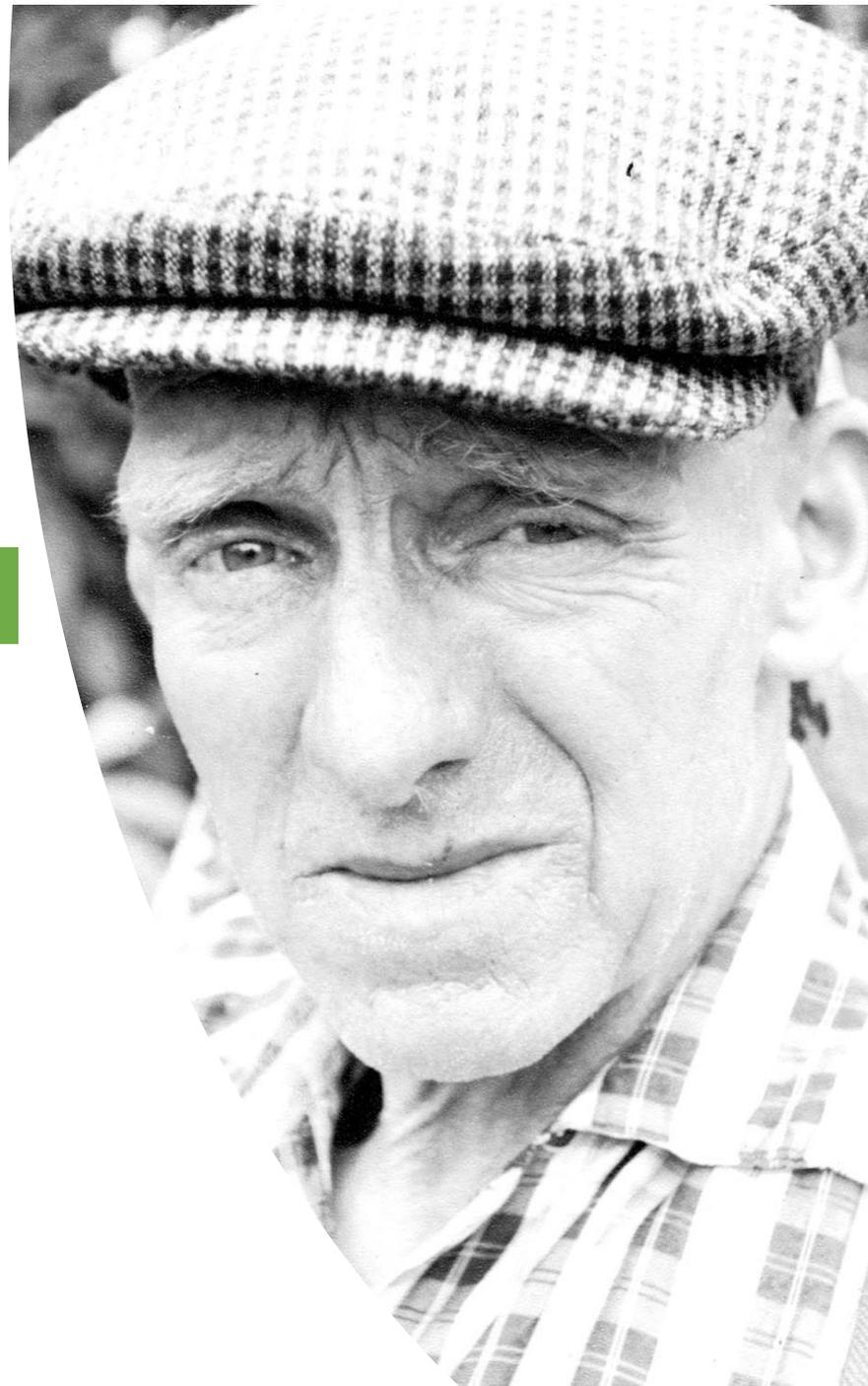
*Political Correctness  
GONE MAD!”*



Politically Correct.

**What's this all  
about?**

**Load of  
rubbish, if you  
ask me.**



Politically Correct.

**What's this all  
about?**

**Load of  
rubbish, if you  
ask me.**



## Politically Correct.

*“Why don’t we have  
International Men’s Day?”*

*“Why not a  
White History Month?”*





**FOR ME, EVERYDAY IS  
WHITE HISTORY MONTH.**

## Politically Correct.

*“Why isn’t there a  
Straight Pride Parade?”*  
*“Surely All Lives Matter,  
White Lives Matter  
Blue Lives Matter”*



# My house on fire.

*If I say my house is on  
fire and you say,  
“all houses matter,”*



# My house on fire.

*well, that may be true,  
but all houses are not on  
fire right now,*



**My house on fire.**

***My house is!***

Talib Kweli





**MY HOUSE IS NOT  
ON FIRE.**



## Politically Correct.

The argument against racism should be the easiest thing in the world to win because it's about a **fundamental human right.**

## Politically Correct.

I don't think the conversation about how we tackle the issue is really happening.

# Gesture politics

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# Publicity stunt

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## Politically Correct.

Political correctness gave us democracy.

Political correctness gave women the vote.

Political correctness gave us freedom of  
speech.

## Politically Correct.

Political correctness gave us human rights.

***It's called *political correctness* because  
*it's correct.****" - James Melville

Let's talk about...

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# The power of Language.

Why what we say matters.



## **Do words matter?**

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Why is Language  
Important?

Do words matter?

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It's not about your intent.  
It's about your impact!  
Language Matters.

Do words matter?

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Language is a  
powerful tool for  
building inclusion.

Let's talk about how

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**Language can  
also exclude  
and demonise.**

**OFFENSIVE CONTENT  
FOLLOWS WARNING!**



## Do words matter?

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How do we feel about words like....

Dyke

Cripple

Retard

Poof

Spastic

Paki

Half-caste

Fag

Monkey

Midget

Yid

Rag head

## Do words matter?

---

How do we feel about words like....

Gay	Poor Mental health	
Learning	Mixed Race	Arab
Difficulty	Wheelchair user	Black
Disability	Dual-Heritage	Jewish
Black	Short stature	Asian

## Do pronouns matter?

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## Reasons to use pronouns

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- 1) Becoming more common in social media bios and company emails.
- 2) A small but easy way to be more inclusive and normalise discussions surrounding gender.
- 3) Allows transgender and non-binary people to let others know which pronouns they would like to be used, and avoids them being misgendered.

## Reasons to use pronouns

---

- 4) If you are cisgender (your gender identity matches the sex you were assigned at birth), having your pronouns in your email signature or online bio shows that you are an ally to trans and non-binary people, and that you don't make assumptions about anyone's gender.
- 5) Can also be useful for anyone who has gender-ambiguous names.

When in doubt about what terms or pronouns to use, ask service users and colleagues what they prefer you to use and become comfortable with using these terms

Moving on.....

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# Equality Diversity and, Inclusion.

Let's take a look at...

**Micro-aggressions.**

*The innocent things we say and do.*



# Micro Aggressions?

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**Subtle acts of exclusion.** The confusing, often insidious things that people say or do that end up excluding people with marginalised identities.

# Micro Aggressions?

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**Verbal:** A verbal microaggression is a comment or question that is hurtful or stigmatizing to a certain marginalized group of people.

Let's look at some

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# Micro Aggressions.

Where are you from?





**Microaggressions** are comments that communicate hostile, derogatory, or negative racial slights and insults toward people that are seen as “different”.



What is your reaction to these images? How would you respond to someone creating an uncomfortable environment in your place of work or study?

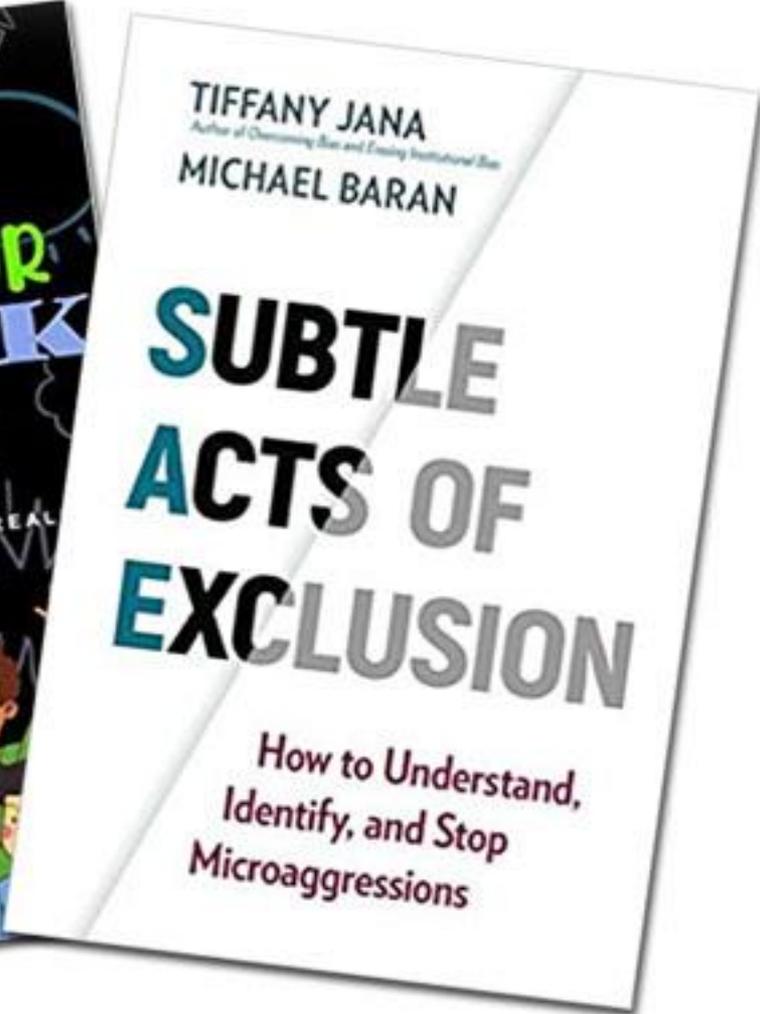
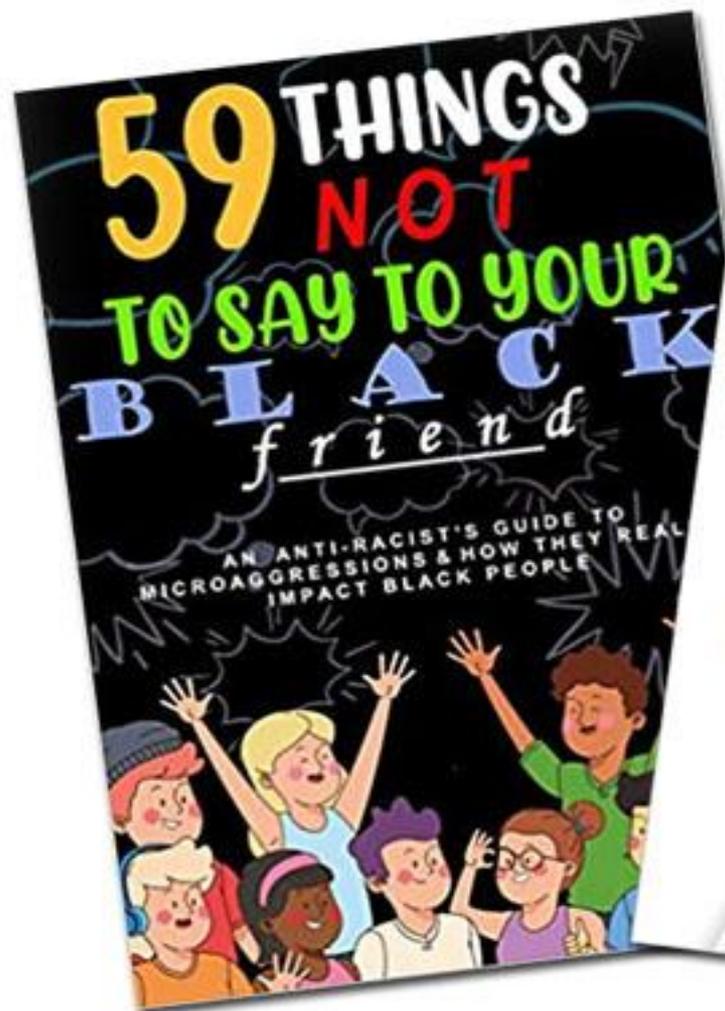
hope when are you getting better capable special you don't look disabled dependent  
 what's wrong with her low functioning amazing inspiring help  
 How fast does that thing go are you deaf out of control  
 cure psycho quiet hands crazy non compliant  
 what happened to you I don't think of you as disabled  
 macroaggressions spastic special needs you are inspiring splinter skills  
 Want to race high functioning short bus  
 grandfatered in you drive that thing well confined to a wheelchair but you have a license to drive that thing slow learner handicapped  
 incompetent Can I hitch a ride super hero but you look so good stupid  
 perseverate handicapped



# Micro Aggressions?

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Researchers studying the effects of racial microaggressions on undergraduate college students found that those who experienced them regularly had lower self-esteem. The researchers also discovered that these racial microaggressions were especially harmful in work and educational settings



Let me tell you a  
**Story**



Let's talk about...

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# Unconscious Bias.

Why, unconsciously, we tend to like people who look like us.

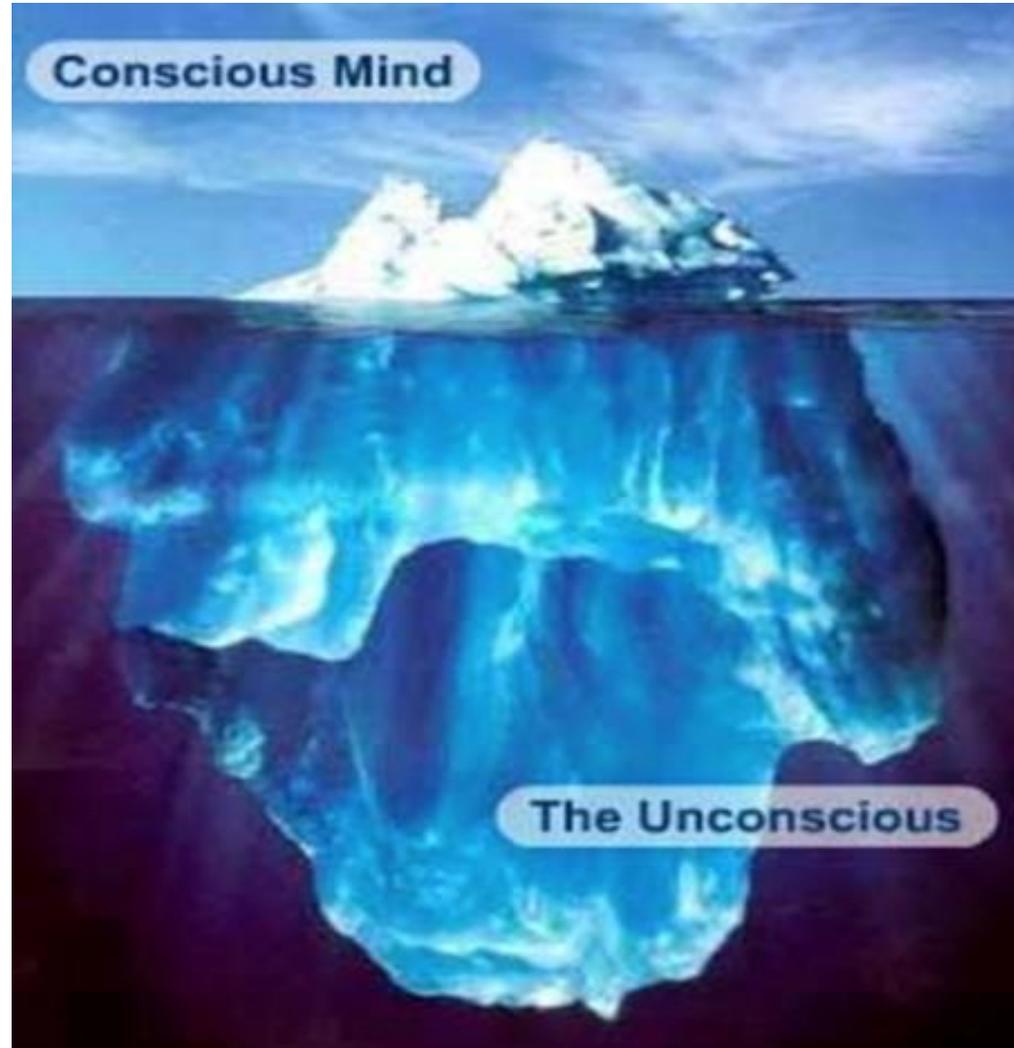


## Theory of Shortcuts

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The brain works fast and sometimes it works too fast.

It has so much information to take in that it has to come up with a way of dealing with this complexity.



Some examples of

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# Unconscious Bias.

**The Halo Effect.** People who think highly of an individual in a certain way are likely to think highly of them in several other ways. For example, if we think someone is good looking, we'll probably also think they are intelligent and charismatic.

Some examples of

---

# Unconscious Bias.

**Name preference.** Studies show that people with “anglo” or “white-sounding names” are twice as likely to get called back for a job interview than candidates with “black” or “foreign -sounding names.”

Look at this image

---

# What's going on here?

What assumptions are you making, if any? We all have bias, **unconscious** or **conscious**.



Look at this image

---

# What's going on here?

What assumptions are you making, if any? We all have bias, **unconscious** or **conscious**.



**HATE IS NOT AN  
EXPRESSION.**

**The Pyramid of Hate concept.**

Let's talk about...

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# The pyramid of hate.

*“The only thing necessary for the triumph of evil is for good men to do nothing.”* — Edmund Burke



HATE

## Challenging.

***“Hate is not an expression,  
hate is a reaction to fear,  
and fear can easily turn  
into violence”.***

## Challenging.

***When you **SEE**  
something, **SAY**  
something.***

## Challenging.

*“What makes you say that?”*

*“Did you really just say that?”*

*“Well that’s not my  
experience of .....*”

*“I could not disagree more  
strongly.” or “I completely  
disagree with you.”*



# Challenging.

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*“Why do you hold the beliefs that you do? What is your source of information that led you to these beliefs?”*

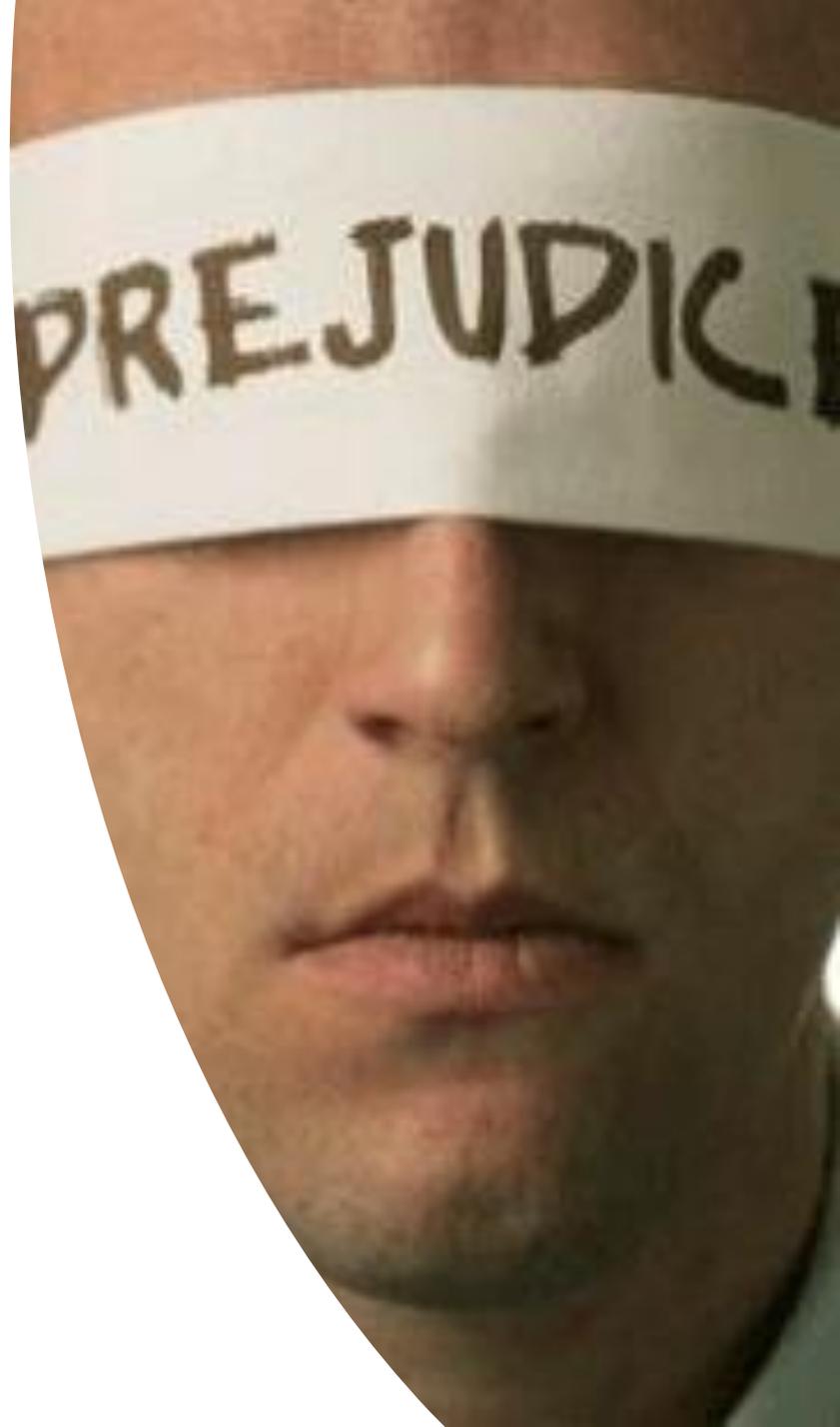


Let's talk about...

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# the effect of Prejudice.

*'If I knew what my prejudices were,  
I wouldn't have them',*  
- W.H.Auden.



# Prejudice.

**Prejudice.** Means to pre-judge and is based on a lack of life experience.

**Prejudice.** A lot is instinctive and unconscious.

Let's explore

---

# the subject of Antisemitism

*‘The first time I experienced antisemitism, I was 12 years old, and I was messaged on Facebook by a 30-year-old man who called me "a dirty Jewish pig“*

*From an article in BAZAAR by HEATHER SALTING. JUL 31, 2020*

November 1 thru November 22, 2005

The Gallery at JBU  
presents

**ritz Hirschberger**

the Sur-Rational  
Holocaust Paintings



Let's explore

---

# the subject of LGBTQ+

*One in five LGBT people have  
experienced a hate crime or incident  
because of their sexual orientation and/or  
gender identity in the last 12 months*

*- Based on YouGov polling (2017) of more than 5000 LGBT people in  
Britain*



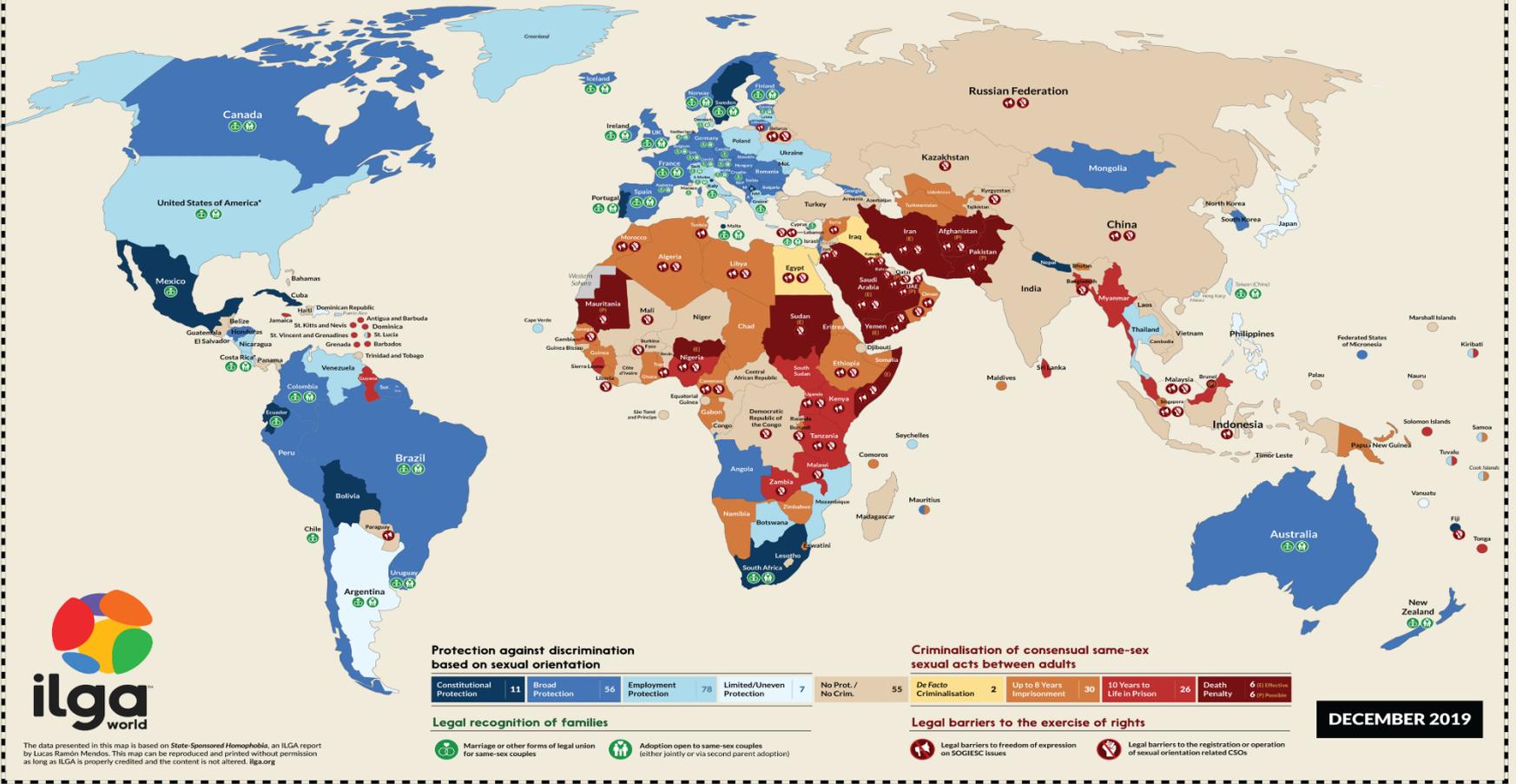


# Prejudice.

***“Straight people don't know how privileged they are to not have their love questioned.”***

# SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



There are 72 countries in which sex between men is illegal, 45 in which sex between women is illegal, 8 countries punishment by death.

Let's talk about...

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# the effect of Prejudice.

*Hate crimes against people  
with a disability.*



Let's talk about...

---

# the effect of Prejudice.

*Everyday Islamophobia.*



Let's talk about...

---

# Walking while Black.

*Everyday racism.*



Let's talk about...

---

# The effect of Stereotyping.

a cousin to prejudice.



## Stereotyping.

**All young people are ‘anti social.’**

**All Muslims are terrorists.**

**All young black men are drug dealers.**

What happens when

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**Unconscious Bias,  
Stereotyping, and  
Scapegoating lead to  
criminal acts?**

What happens when

---

**Unconscious Bias,  
Stereotyping, and  
Scapegoating lead to  
criminal acts?**

**HATE CRIME!**



**Definition of a Racist Incident.** “Any incident which is perceived to be racist by the victim or by any other person.” **Stephen Lawrence Day on 22 April 2021.**

# Racism.

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## Institutional racism.

*“the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin” – Macpherson\**

*\*Sir William Macpherson in the UK's Lawrence report (1999)*

# **Racism.**

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## **Institutional racism.**

*Seen in “processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people”.*

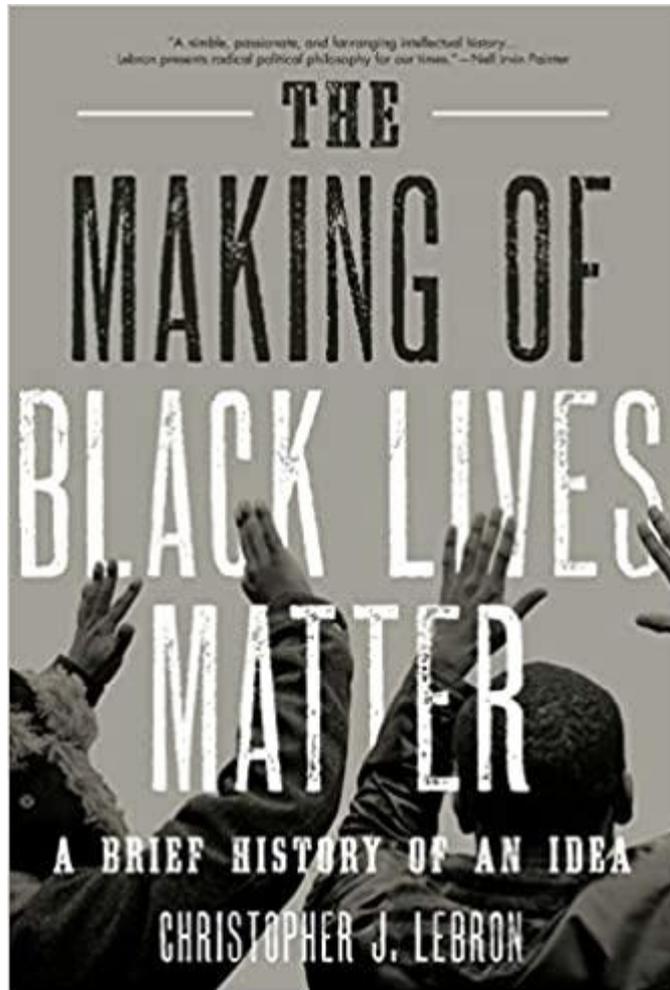
Let's talk about...

# Institutional racism.

Also known as systemic racism.







**#BlackLivesMatter**  
**JULY 2013**

# Racism.

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## Institutional racism.

*The tragic killing of George Floyd in the USA in May 2020, and the subsequent protests in the UK and around the world, have highlighted once again the significant impact that police interaction can have on some people, particularly those from Black, Asian and Minority Ethnic communities*

# Racism.

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## Institutional racism. **Stop & Search**

*In the UK, during 2019/20, Black, Asian and Minority Ethnic people were over four times more likely to be stopped and searched than White people; **for Black people specifically, this was almost nine times more likely.***

# Racism.

## Institutional racism.

*Structural racism is persistent, and so invasive. It's everywhere. **It will take a lot of work to dismantle. This work is a marathon, not a sprint.***

**AND IN MANY CASES THERE ARE CONNECTIONS.**

# It's called Intersectionality.



Everything is  
**CONNECTED!**





**White  
Councilman  
fired for  
refusing to call  
a black woman  
Doctor  
(Dr. Rosario)**

***Intersectionality is a way of understanding and explaining complexity in the World, in people and in human experiences.***



The path to **Cultural Competence** is a lifelong journey that all of us are all on.



Consider.....

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# Becoming an Ally.

How to be an ally.



## What is an Ally?

***“An “ally” is someone who picks up the strain of a marginalised group or community as if it were their own, extending their own privilege, spotlight, and support to ensure the voices of that community are heard.”***

*Joanne Lockwood, SEE Change Happen*

## Privilege

**Learning to be more comfortable with being uncomfortable.**

**Understanding our privilege.**

## Consider.

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*Doesn't mean you're rich or had an easy life. Everything has been handed to you and you have never had to struggle or work hard. Just means that there are some things in life that you will not experience or have to think about, **just because of who you are.***

## What can you do?

**Be a role model.  
Keep being a reflective  
practitioner  
and be professionally curious.  
Do all you can to help make  
the organisation more  
successfully diverse and  
relevant.**



## Dos and don'ts

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**DON'T** make light of  
prejudicial comments,  
stereotyping or  
incidents.



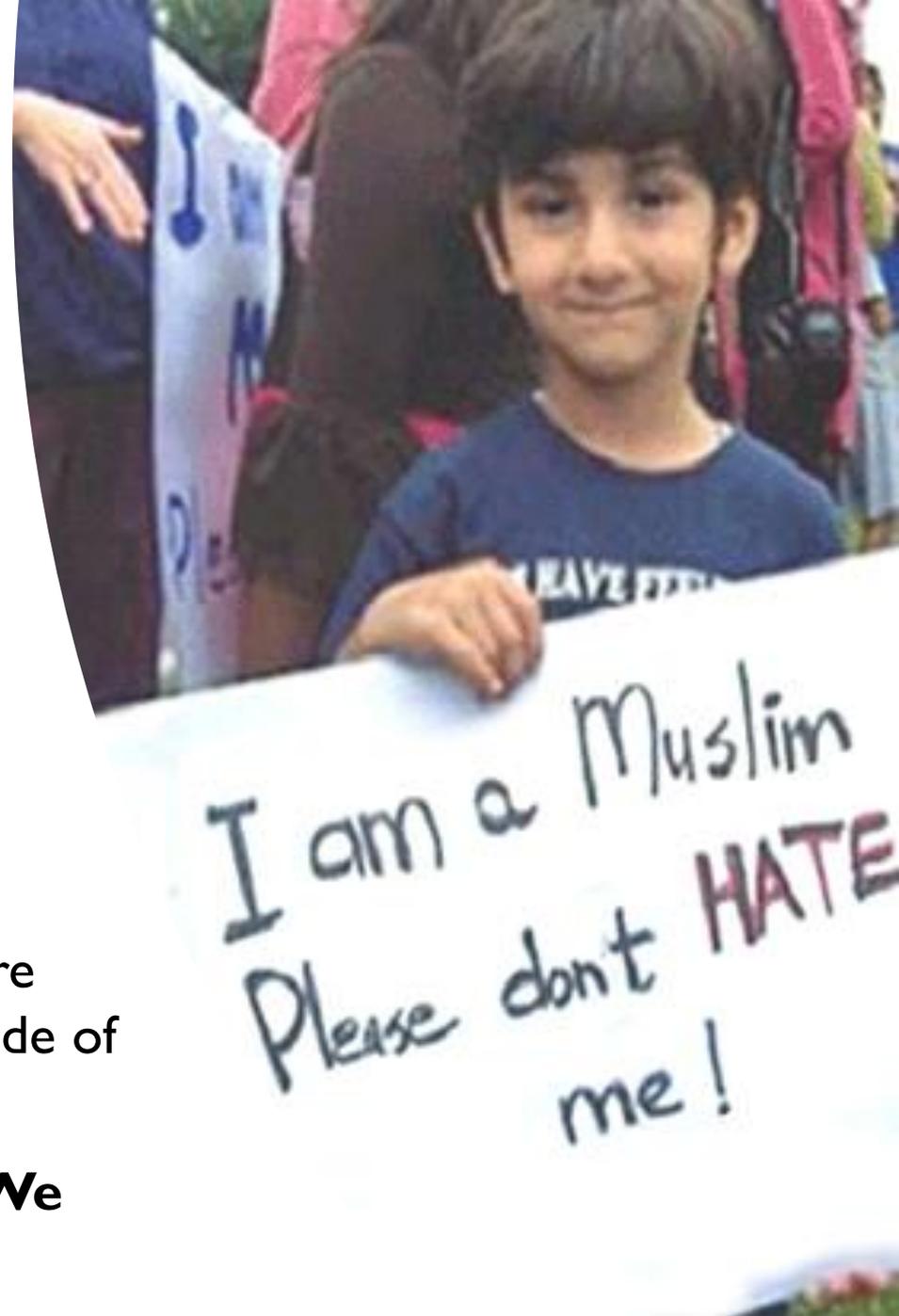
## Reflect!

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**Sometimes  
it might be  
difficult.**

Unconscious bias is a bias that we are unaware of and which happens outside of our control.

**Reflect, don't beat yourself up. We all have some type of bias.**



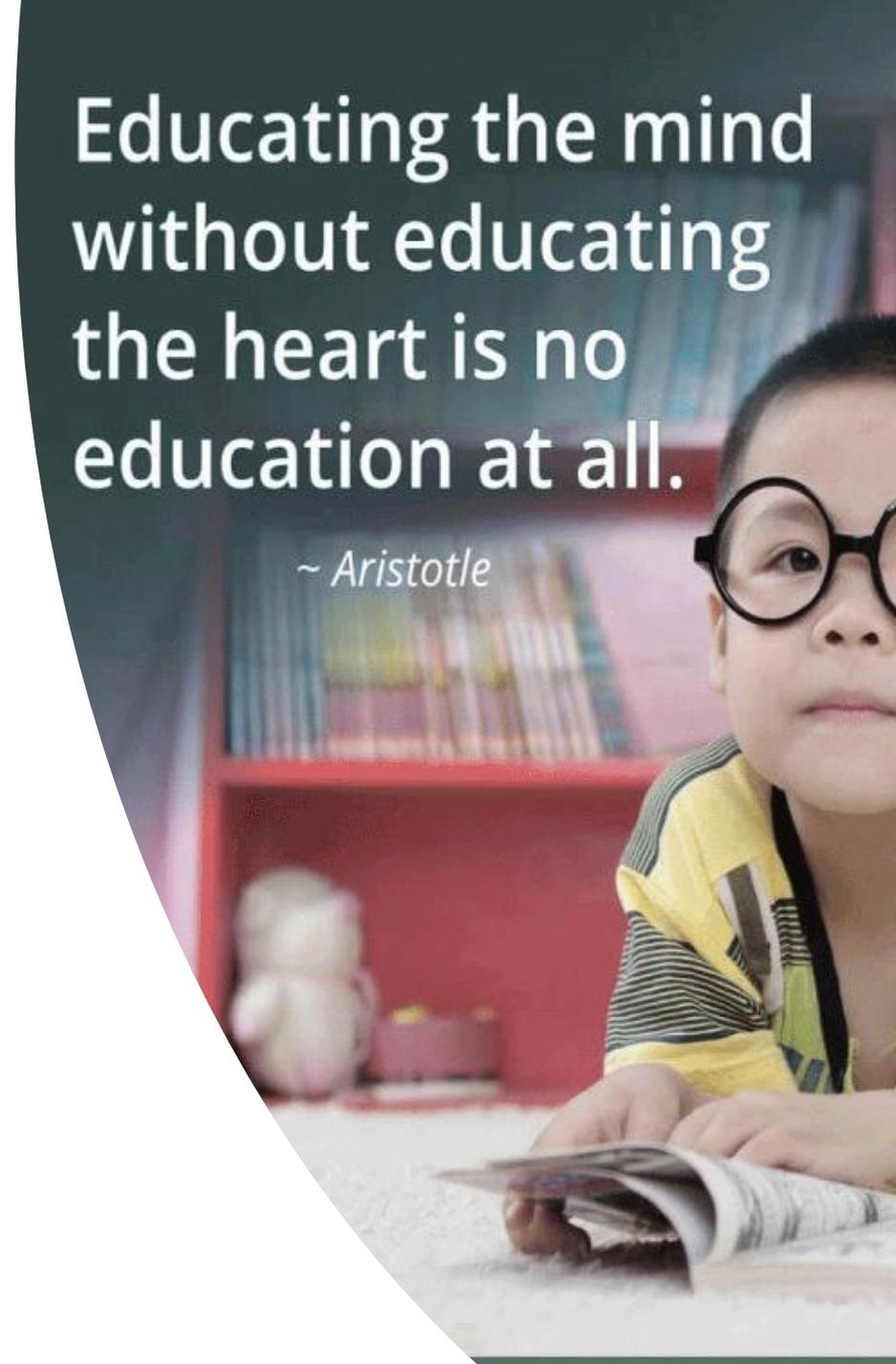
**Embed the learning**

# Empathy in Action.

The more we understand ourselves, the more we know about other people. The more we know about other people, the more we know about ourselves.

Educating the mind  
without educating  
the heart is no  
education at all.

*~ Aristotle*





**That concludes today's  
EDEI training.**

# Thank you.





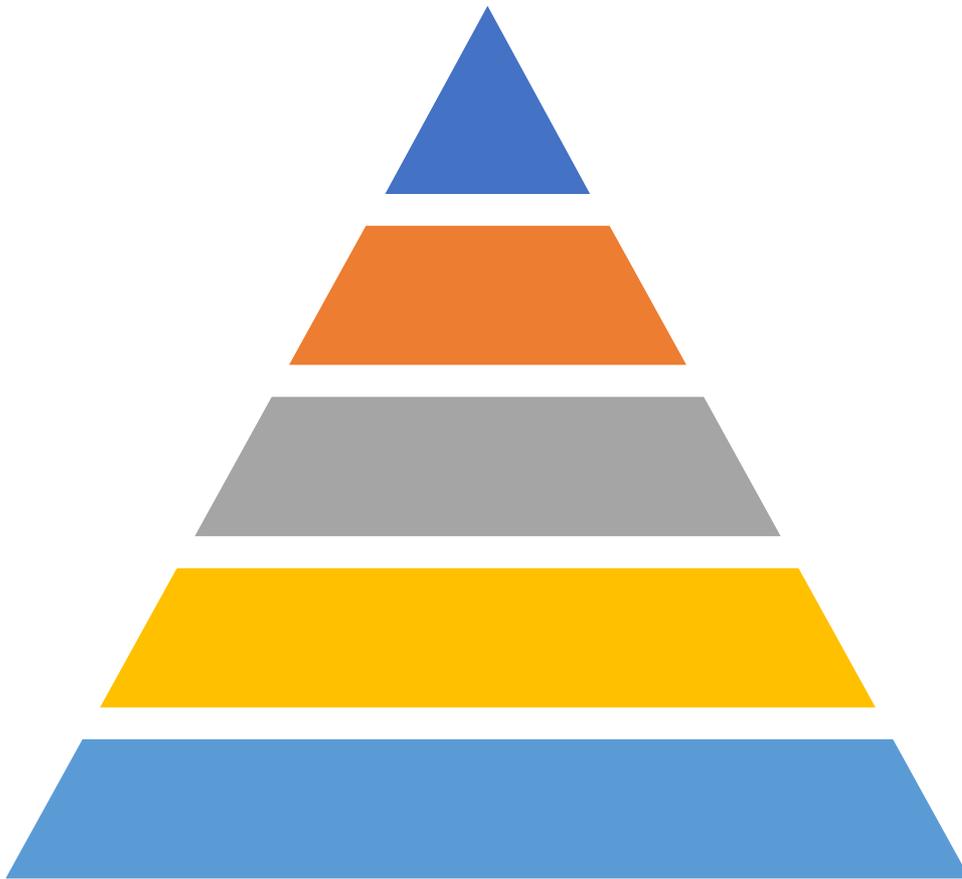
**TIME FOR QUESTIONS.**





**BONUS SLIDES.**

# The pyramid of Hate.



## **Genocide**

The deliberate extermination of an entire people..

## **Violence**

Against property: Arson, Desecration.  
Against people: Threats, intimidation, Assault,  
Terrorism, Murder.

## **Discrimination**

Employment discrimination, social discrimination,  
Educational discrimination, Harassment. .

## **Prejudiced actions**

Name calling, making belittling jokes, social  
avoidance, social exclusion.

## **Prejudiced attitudes - Bias**

Accepting stereotypes, not challenging belittling  
jokes. Scapegoating a group as the cause of  
society's problems.

## Disability Hate Crime

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*A disability hate crime is a form of hate crime involving the use of violence against people with disabilities. **The reason for these hate crimes are often due to the prejudice an individual or individuals have against that disability.** It is viewed politically as an extreme of ableism, or disablism, and this is carried through and projected into criminal acts against the person with a disability.*

## Ableism

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*Ableism is discrimination and social prejudice against people with disabilities and/or people who are perceived to be disabled.*

*Ableism characterizes **people who are defined by their disabilities as inferior to the non-disabled.** On this basis, people are assigned or denied certain perceived abilities, skills, or character orientations.*

# Racism.

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## Institutional racism.

*Structural racism is persistent, and so invasive. It's everywhere. **It will take a lot of work to dismantle.***

***This work is a marathon, not a sprint.***

***THIS WORK IS EXHAUSTING!***



## Criminal Justice Act 2003

A hate crime is any criminal offence that is motivated by hostility or prejudice based upon the victims:

Race

Disability

Faith, religion or belief

Gender reassignment

Sexual orientation

Age

Sex

Home > What is hate crime

**Criminal offence  
+ Bias motivation  
= Hate Crime**

**Check out the Bijan Ebrahimi case from Bristol, UK. A particularly nasty example of a hate crime.**

## Case Study - Groupthink



A mum who lives in the same Broomhill block of flats as murdered Bijan Ebrahimi says she is living in fear after a terrifying attack on her home by neighbours.

Olivia Tinling says she is frustrated and scared after being left living opposite a couple who have been convicted of threatening her

## LGBTQ+ Resources

- FFLAG

<https://www.fflag.org.uk>

- Mermaids

<https://mermaidsuk.org.uk>

- Gendered Intelligence

<http://genderedintelligence.co.uk>

- Proud Trust

<https://www.theproudsttrust.org>

- Stonewall UK

<https://www.stonewall.org.uk>



**Let's discuss.**



**Before we break for 10.**

For example....

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# Indirect Discrimination.

*“Where I work we have to be clean-shaven but I wear my hair long for religious reasons.”*

Courtesy of Amit and Naroop/CBS News



## CASE STUDY

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### Indirect.

*A school bans 'cornrow' hairstyles as part of its policies on pupil appearances. These hairstyles are more likely to be adopted by specific racial groups.*

## Some questions

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**Do candidates** have access to talk to current employees to learn more about positions and the company?

## Some questions

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**What diversity** can candidates see on your website among the board of directors and senior leadership team?

## Some questions

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**What topics on inclusion and belonging** are your leaders and employees engaged in on your company's social media account?

## CASE STUDY

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### Indirect.

*Hence a blanket ban is likely to constitute indirect discrimination because of race as it is unlikely to be objectively justified and proportionate.*

## CASE STUDY

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### Indirect.

*The criteria although indirectly discriminatory are very close to direct discrimination, in particular if it only applies to a small group of individuals.*

For example....

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# Direct Discrimination.

*“On average women working in financial services are paid 40% less than men for the same job.”*



## CASE STUDY

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### Direct.

*After a fight in the school playground between Asian and White pupils, an independent school limits the time the Asian pupils involved in the fight can spend in the playground during lunch hour.*

## CASE STUDY

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### Direct.

*However, the school does not impose a similar restriction on the White pupils. If ethnicity is one of the causes of the disadvantageous treatment of this group of pupils, this is likely to be direct racial discrimination.*

For example....

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# Perceptive Discrimination.

*“I was asked to prove that I was entitled to work in the UK because of my foreign sounding name – nobody else was asked.”*



## CASE STUDY

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### Perceptive

*A buyer from a leading Supermarket was not chosen to take part in an overseas trip to source wine. Because of his name, it was assumed he was a Muslim and therefore would not be wish to be associated with alcohol.*

**For example....**

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# **Associative Discrimination**

*“I was sacked for refusing to work after 5.30 because I care for my father, who has a disability.”*

