

# Diversity

ECS Postgraduate Training Fest

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# Diversity

- What does “fest” mean?
- Was
  - Equality of Opportunity
  - Discrimination
- Now much wider
  - Access
  - Dignity
  - Productivity
  - Environment

# Dimensions of Diversity

**Status/Class/  
Caste**

**Race**

**Age**

**Ethics**

**Ethnicity**

**Language**

**Geographical Location**

**Education**

**Military Service**

**Disability**

**Values**

**Sexual Orientation**

**Faith/Beliefs**

**Work style**

## Why? (ECS)

- People care
- Legal framework
- Costs
  - Recruitment
  - Interaction
  - When things go wrong

# Why? (me) - 1

- Personal
  - Health
  - Happiness
  - Costs
  - Altruism?
  - Selfishness (I may/will be disabled)
- Professional
  - Productivity
  - Legal

## Why? (me) - 2

- Research
  - Outputs
    - Things
    - Documentation
  - Collaboration
- Laws
  - Law-abiding
    - The law captures societal norms and aspirations
  - Don't want to be dragged through the legal system!

# You may not realise...

- 806156
- 80615652
- What does “yes” mean?
  - Can you build a “doubly-balanced RF mixer”?
  - And even nodding
- Where do you stand?

# Communication - 1

- The basis of relationships
- A model:

***Sender ~ Message ~ Receiver***

- But different ways of communicating, eg
  - Verbal
  - Non-verbal
  - Written
  - email
  - Blog
  - Web page



# Communication - 2

- Depends on, eg
  - Culture
  - Gender
  - Background
- Can lead to misunderstandings and communication breakdown
- (CBT – Cognitive Behavioural Therapy)

# Key Equality Laws

- Equal Pay Act 1970
- Sex Discrimination Act 1975, and 2007
- Race Relations Act 1976, and Amendment 2000
- Disability Discrimination Act 1995 (Amended 2005)
- Public Order Act 1986
- Protection from Harassment Act 1997
- Human Rights Act 1998
- 2003 – Amendments preventing discrimination on grounds of religion and sexual orientation
- The Employment Equality (Age) Regulations 2006

# Stereotyping

- Over-simplified generalisation
- Expresses a limiting view
- Often based on inaccurate information
- Could be “positive”
- But closes down awareness

# Prejudice & Discrimination

- Prejudice
  - Pre-judging an individual or group
  - Without knowing or without enough evidence
- Discrimination
  - Acting on prejudice
  - Results in unfair treatment
  - Is unlawful when based on many grounds mentioned earlier

# Disability

***'A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal and day-to-day activities.'***

**(The disability must have lasted or be expected to last for 12 months)**

- The University has many policies to help
- And a legal obligation

# If things are not quite right

- It can be very destructive
  - For you
  - For others and ECS
- So it is good to do something

# How? - 1

- Talk it over and get advice – for example
  - Friends
  - Supervisors or staff you get to know
  - Chair of Grad School
  - Religious facilitators
  - Disability Service
  - SSLC representative
  - Students Union
  - Harassment Contact
  - Student Services
  - Counselling Services

## How? – 2

- Read about it (Research!)
- Policies
  - Eg <http://www.southampton.ac.uk/about/equality.html>



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## Equality at Southampton

At the University of Southampton, we are committed to a comprehensive policy of equal opportunities both in employment and for students. We seek to treat individuals on the basis of their relevant merits and abilities and to ensure that they are given equal opportunities within the University.

### Find out more about our Equality Schemes and Action Plans:

- [Race equality](#)
- [Gender equality](#)
- [Disability equality](#)
- [Athena SWAN](#)
- [Harassment Contact Team](#)

### Find out about our Annual Diversity Reports:

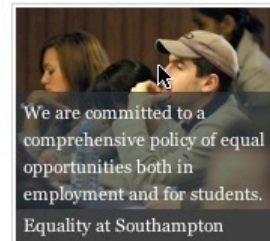
- [Diversity Report 2008](#)
  - [Appendices 1-4](#)
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- [Diversity Report 2006](#)
- [Diversity Report 2005](#)
- [Diversity Report 2004](#)

### Find out more about our Equality Policies:

- [Equal Opportunities](#)
- [Flexible Working](#)
- [Gender Dysphoria](#)
- [Harassment](#)
- [Mediation](#)
- [Mental Health](#)
- [Religious Belief](#)
- [Retirement](#)
- [Sexual Orientation](#)
- [Summary of Equality Legislation](#)

### Useful Websites:

- [Faith in Southampton](#)
- [Campaign Against Age Discrimination in Employment](#)
- [Opportunity Now](#)
- [Equality and Human Rights Commission](#)
- [Athena SWAN](#) Charter for Women in SET



# Your Research - 1

- Think about it for your work!
- Culture
  - Left to right
  - Colours
- Disability
  - How many people are blind/partial sighted?
  - How many people have a hearing problem?
- Age
  - Will users remember?

## Your Research - 2

- Religion
  - Will your poster or research example feel right?
- Gender
  - Will your users be strong enough?
  - Will all your readers feel included?
  - Will your language distract the reader?
- Are there opportunities here?

# Concluding Remarks

- Diversity is important and all-embracing
  - Compare it with Health and Safety
- We would like a supportive, comfortable, positive environment
  - And we can have it
- We may need to accommodate others

<http://eprints.ecs.soton.ac.uk/16820>