



# Equality, Diversity, and Inclusion

# Equality and Diversity at Bradford College – Learning Outcomes

We promote equality and diversity by:

- To understand why Equality, Diversity and inclusion are relevant to us
- To focus on how people might experience racism and what it feels like
- To plan how we can learn more about these issues
- Providing equal access to learning and enrichment activities
- Helping staff and students reach their full potential
- Supporting national campaigns
- Treating all staff and students fairly

# Equality

Equality is about making sure that everyone has the same opportunity to make the most of their lives and talents.

It is also the belief that nobody should have poorer life chances because of the way they were born, where they come from, what they believe or whether they have a disability.

**FAIR ISN'T**

everybody getting the same thing.....

**FAIR IS**

everybody getting what they need  
IN order to be

**SUCCESSFUL.**

# Equality and Diversity at Bradford College

We promote equality and diversity by:

- challenging discrimination
- creating an inclusive culture
- working with local communities
- providing equal access to learning and enrichment activities
- helping staff and students reach their full potential
- supporting national campaigns
- treating all staff and students fairly

# Hello – A short film about tolerance and diversity



# Diversity

Diversity is about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

Research shows, that bringing together a team with a diverse set of backgrounds and perspectives naturally lends itself to innovative thinking.



# Diversity at Bradford College



Did you know, Bradford College has students from over 100 different countries studying on their courses

To be included, to be loved



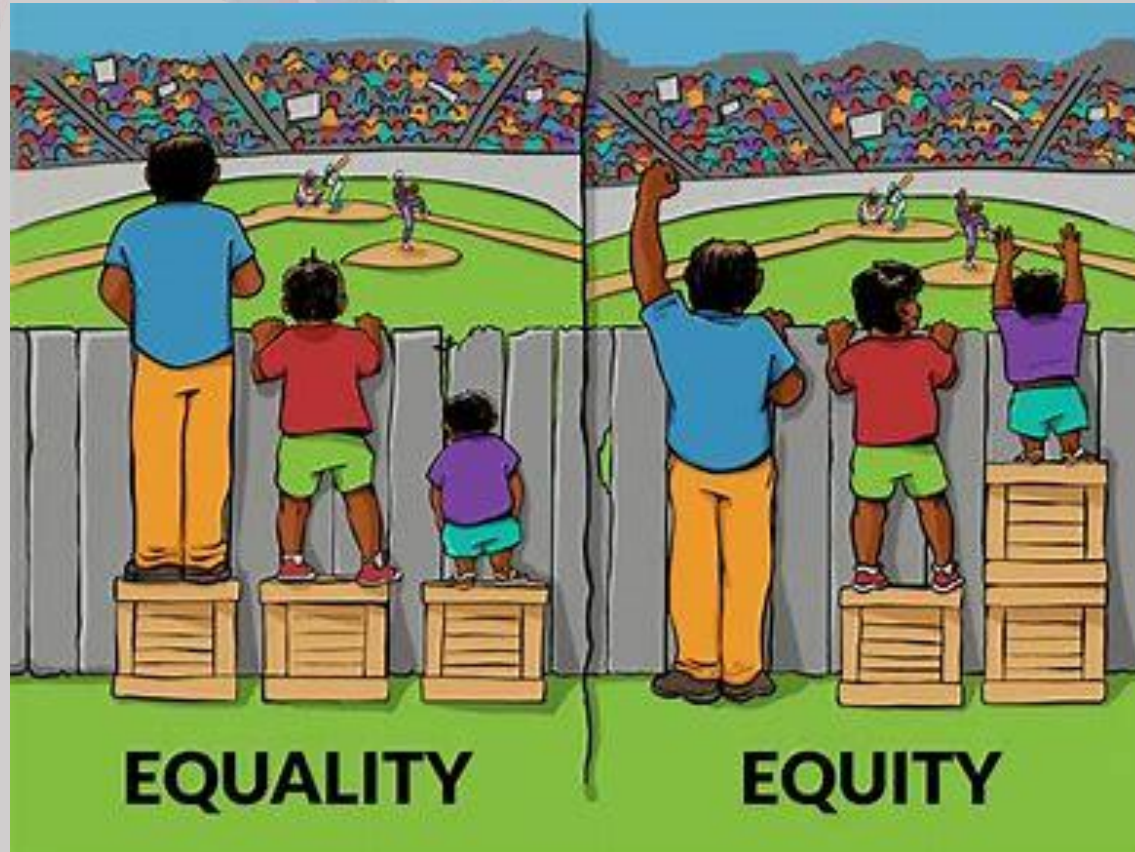


# Inclusion

Inclusion means that no matter where people come from and what their abilities are everybody deserves to be treated with respect and appreciation in their own communities, work or school.



# Inclusion in an education setting



Racism isn't born, it's taught



# Racism

Racism is discrimination and hate directed at a person or group of people based on their colour of skin or ethnic group.

*“No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”*

Nelson Mandela



~~BLACK~~  
~~WHITE~~  
~~BROWN~~  
HUMAN

# Experiencing Racism – Bradfords Hidden Stories



# Experiencing Racism



# Experiencing Racism

## **Activist Luke, 15 (Young Minds)**

My family are from the Caribbean, specifically, a small island close to Barbados, which makes me living in England part of a black minority ethnic group, which is sometimes referred to as BAME.

Growing up in a place where a lot of the population is white is more difficult than someone might think. Throughout my early years of school, I suffered a lot of name-calling coming from the other students, and, over time, this took a huge toll on my mental wellbeing. When I switched to secondary school, I experienced a lot of bullying due to my race. It was almost as if they had interpreted my personality and actions based on the colour of my skin. This actually led to me wishing I was white.

I felt so depressed and almost worthless in myself because of my skin colour. I never spoke to anyone about this which I think made me feel worse. This contributed to a lot of anxiety and depression for me.

# How these stories made you feel?

- Guilty? – because you might have made a funny joke in the past?
- Angry? – because you have experienced racism yourself?
- Helpless? – because you don't know what to do and how to help?
- Sad? – because it is not fair?
- Ashamed? – because you witnessed racism but stayed silent?
- Scared? – because racism is often directed at you, your family, or friends and you never know what will happen.
- Inspired? – because you want to stand up and help?
- Depressed? – because let us be honest racism in any capacity is very depressing not just for those who experiencing it but also for those witnessing it.

Nobody has any right to discriminate against anyone based on their race or ethnicity, in fact no right to discriminate full stop. If you ever experience or witness racism and don't want to talk to a police, you can speak to member of staff at Bradford College. We are here to help and support you.





# Bradford - Our Time, Our Place Poem


- <https://www.youtube.com/watch?v=V-IOgEs7r-0>

# What does it mean to be an ally

- Be proactive about inclusion in your daily life
- Understand that people of colour face struggles that others don't
- Do the research and educate yourself – there are some amazing resources out there
- Support black and minority ethnic businesses
- Listen and learn – listen to others experiences and struggles, learn from past mistakes and from what people are trying to say
- Be mindful of what you share on social media – sharing photos and videos of people of colour being mistreated might be helping justice to prevail but it is also very upsetting for some to watch so be mindful of what you are sharing
- Speak up when you witness racism in college or even within your own family
- Get in touch with the Student Services Personal Development Team or Student's Union team to see what is happening in College or how you can get involved

# More resources for you

- There are more resources available on Moodle Bradford College Plus page including
  - Presentations
  - Book recommendations
  - Film recommendations
  - Podcasts
  - Articles, etc.
- Lots of information on Black History Month Website  
<https://www.blackhistorymonth.org.uk/>
- National Union of Students Website  
<https://www.nusconnect.org.uk/>



**I'VE LEARNED THAT  
PEOPLE WILL FORGET  
WHAT YOU SAID,  
PEOPLE WILL FORGET  
WHAT YOU DID, BUT  
PEOPLE WILL NEVER  
FORGET HOW YOU  
MADE THEM FEEL.**

**-Maya Angelou**

# Before you go.....

Thank you for taking the time to go through the slides. Please don't forget to complete the EDI quiz using the link below or scan the QR code...it's super easy. <https://forms.office.com/e/Laefpe1uyj>

