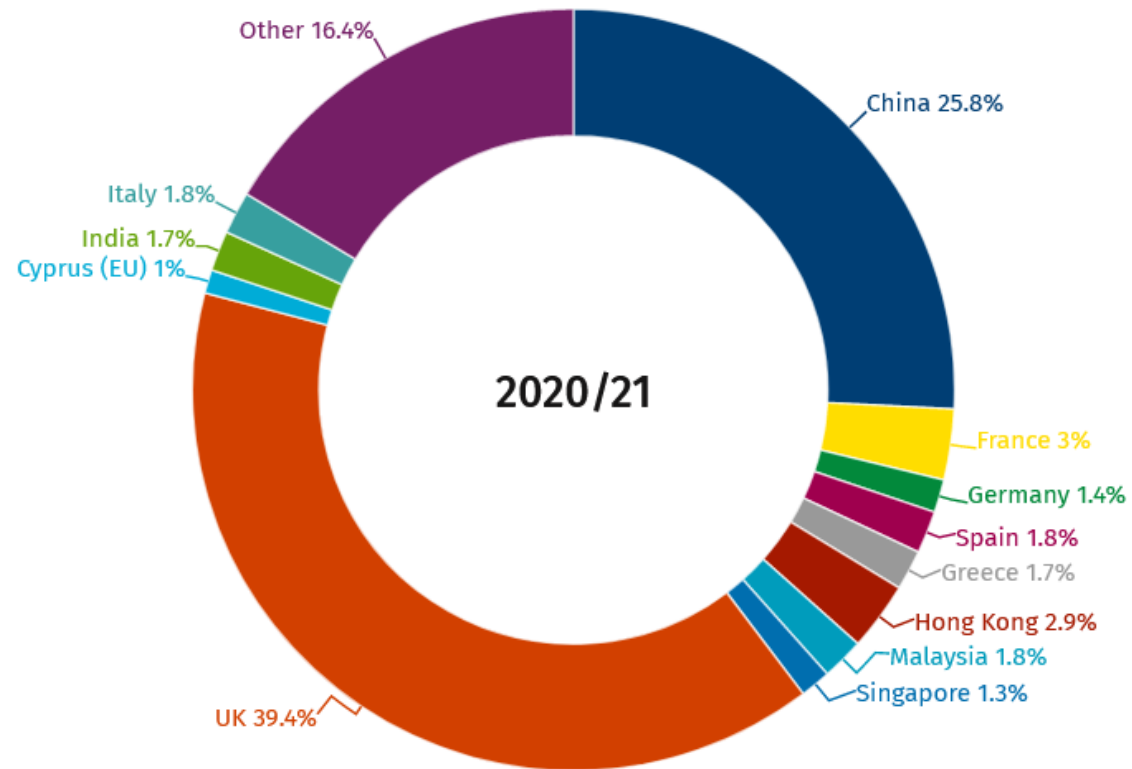


Inclusivity does not translate
to equity...

...and neither does diversity

Diversity is a fact



You are very diverse

How do you identify?

menopausal
female gay professional
working_class grand_parent teacher
different retired
academic religious younger male
disabled divorced
middle_aged older new
parent admin trans married
management ethnic technical
straight carer minority single
middle_class upper_class

Myth – my classroom is inclusive because...

... my students are demographically diverse

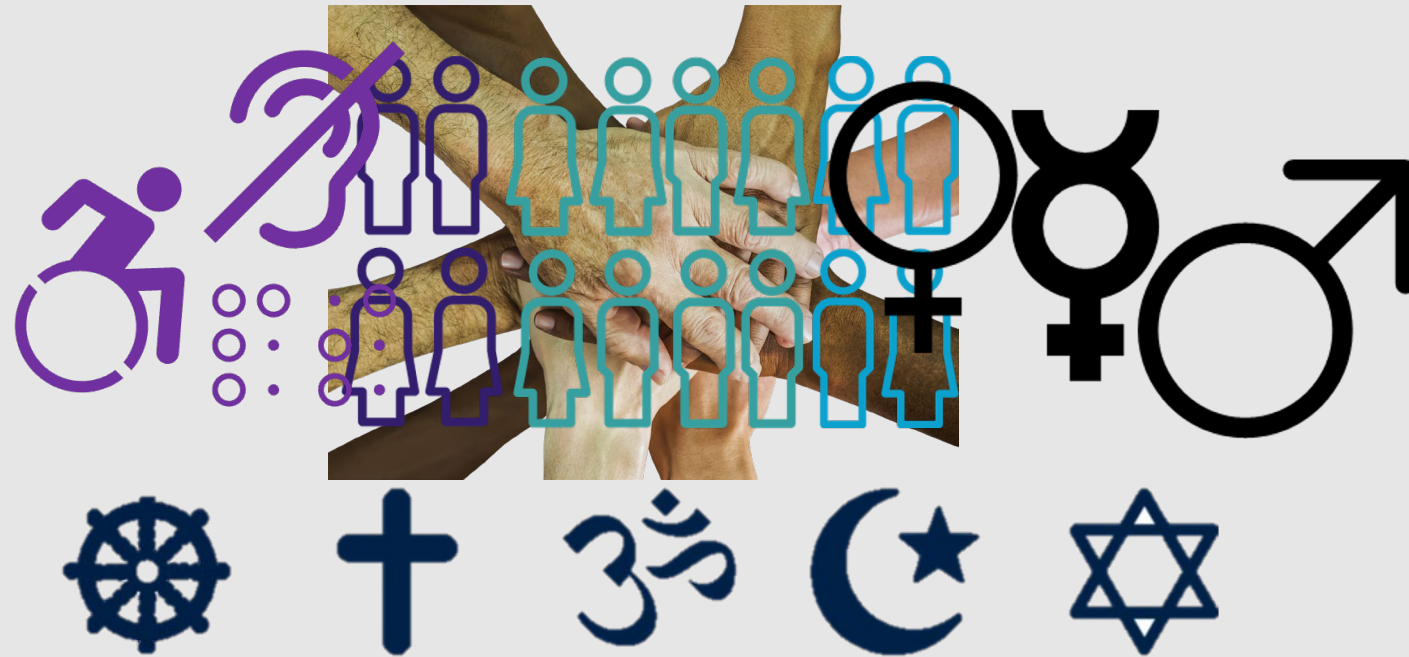


Reality



There are nine protected characteristics

And they are intersectional.



There possibly should be more



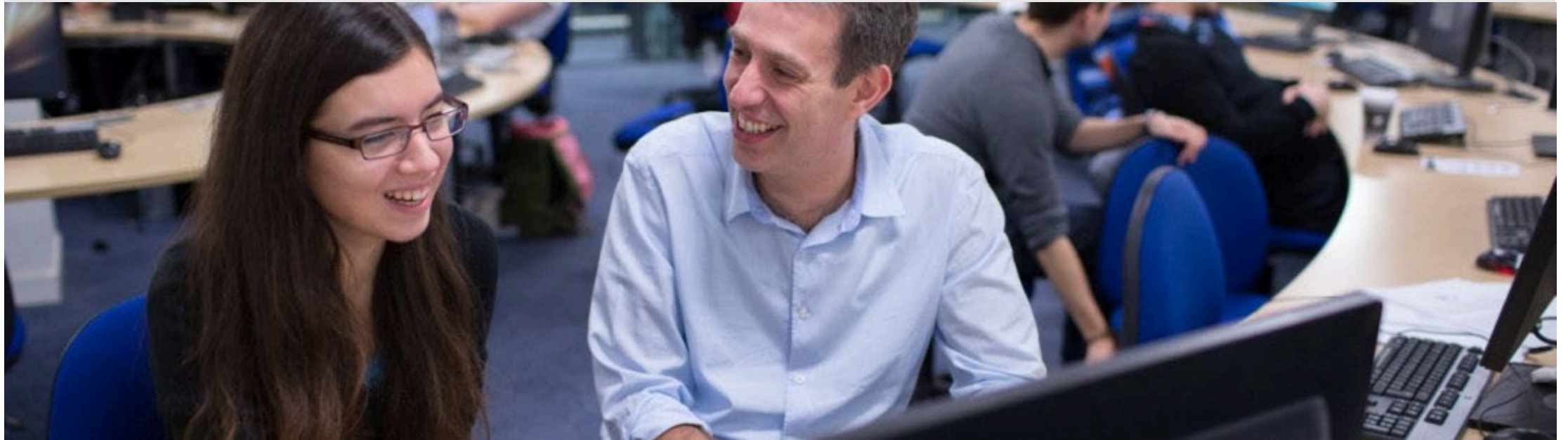
Equality is a choice and so is equity

Choose well



Does this image show equality

Does it show equity?



How did you get to this room today?

Now imagine you have a mobility impairment



Impairment does not cause disability

The environment does



Accessibility does not equal inclusion



Inclusion requires action



So what do we do?

“if we only care about the inclusion of those similar to us, then we don’t care at all”

(Atcheson, 2021)

Language

- They/Them
- Minoritized groups
- Global Majority

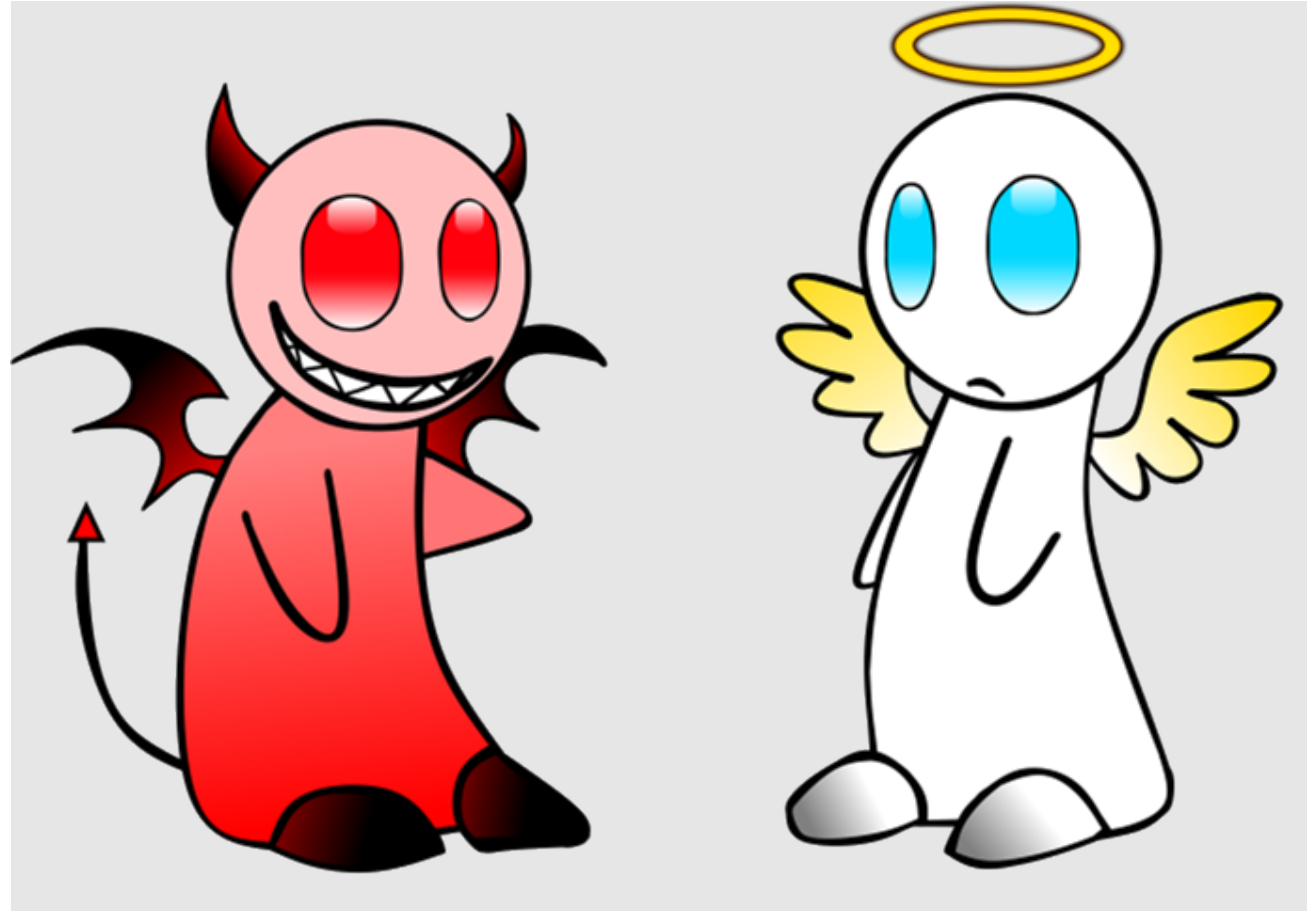
Images



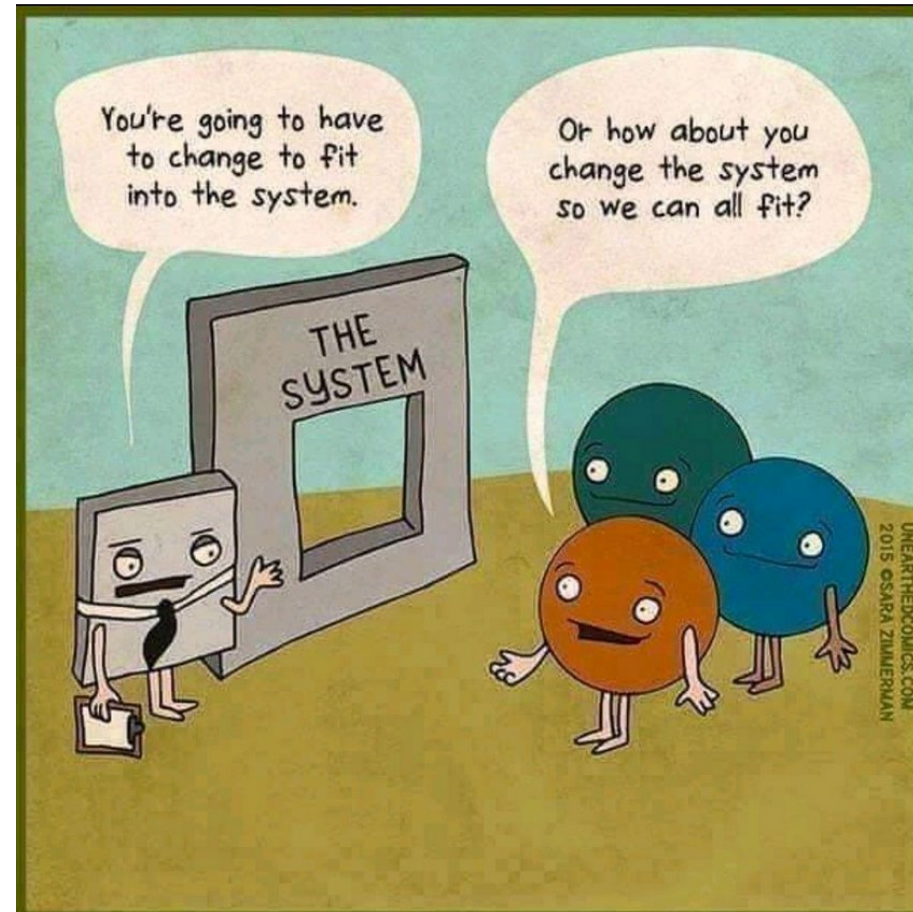
Reflect



Ask a critical friend



The system is flawed



And finally – from Arthur Chan

The quote is centered on a semi-transparent white rectangular box. The background of the entire slide is a vibrant, abstract painting with thick brushstrokes in shades of green, blue, yellow, and red. The text is in a clean, black, sans-serif font.

Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

- Arthur Chan