



Welcome to this
session:
Lecture:
*Cultural Diversity
and Inclusivity*

The session will start shortly...

Any Questions?
Drop them in the questions section.



Welcome

Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles
Designated Safeguarding
Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan



Ronald Munodawafa



Tevin Pitts

**Scan to report a
safeguarding concern**



or email the Designated
Safeguarding Lead:
Ian Wyles
safeguarding@hyperiondev.com

Democracy

Every person's opinions matter.

Respect

We look after each other.

Tolerance

We accept each other's differences.

British values

Rule of Law

We keep to the rules.

Liberty

We are free to make choices.

A black and white photograph showing the lower halves of three people's faces. They are all smiling and pointing their thumbs upwards towards the camera. The person on the left has short hair, the person in the middle has shoulder-length hair, and the person on the right has a beard.

HOUSEKEEPING

Leadership & Management Live Lectures – Housekeeping

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
 - **(Fundamental British Values: Mutual Respect and Tolerance)**
- No question is daft or silly - **ask them!**
- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.

Leadership & Management Live Lectures – Housekeeping

- Activating **live captions** in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query:
www.hyperiondev.com/support
- Report a safeguarding incident: **www.hyperiondev.com/safeguardreporting**
- Should you have any further questions or want to provide us with feedback, please feel free to post them **here**.
- **GitHub Link to access L&M Presentation Slides.**

A black and white photograph of six diverse young adults (three men and three women) smiling and laughing together outdoors. They are arranged in a circle, looking down at the camera. The background shows a clear sky and some distant trees.

**CONNECTION
before content...**

Open Questions



Question 1

How do you think cultural diversity can contribute to the success of a team or organisation?



Question 2

How can cultural inclusivity impact the day-to-day dynamics of a workplace, and how can leaders ensure that cultural differences are tolerated and celebrated?



LEARNING OBJECTIVES

CoGrammar

Leadership & Management/**Cultural Diversity and Inclusivity**



Learning Objectives



- **Identify** implicit biases and unconscious stereotypes and understand their impact on decision-making in organisations.
- **Evaluate** strategies to address implicit bias and promote inclusivity, including awareness education, bias-mitigation techniques, and diversity training.
- **Develop** inclusive leadership skills and strategies that encourage diversity and inclusion in their teams.
- **Apply** strategies for building a culturally inclusive organisation, including recruitment, policies, and employee support systems.



Implicit Bias and Unconscious Stereotypes

Introduction to Implicit Bias

- **Implicit Bias**
- **Unconscious Stereotypes**
- **Impact**

Examples of Implicit Bias

- **Gender Bias**
- **Racial Bias**
- **Age Bias**
- **Disability Bias**

The Impact of Implicit Bias on the Workplace

- **Hiring and Recruitment**
- **Team Dynamics**
- **Promotions and Opportunities**
- **Innovation**

Strategies to Address Implicit Bias

- **Awareness & Education**
- **Structured Decision-Making**
- **Feedback & Reflection**

Bias-Mitigation Techniques

- **Counter-Stereotypic Imaging**
- **Perspective-Taking**
- **Positive Exposure**
- **Deliberate Practice**

Diversity Training and Sensitivity Programmes

- **Training Modules**
- **Case Studies**
- **Behavioural Change**

Inclusive Leadership in Addressing Bias

- **Role Modelling**
- **Decision-Making**
- **Support and Mentorship**

Supportive Environments for Addressing Bias

- **Psychological Safety**
- **Clear Policies**
- **Zero-Tolerance**

Personal Activity



Can you think of any examples from your own experiences where implicit bias may have affected a decision, either positively or negatively?



Fostering Inclusive Leadership

Introduction to Inclusive Leadership

Inclusive leadership involves recognising the value of diversity and actively supporting the inclusion of all team members.

- Characteristics of Inclusive Leaders
- Importance

Skills of Inclusive Leaders

- **Empathy**
- **Active Listening**
- **Cultural Competency**
- **Humility**

Strategies to Develop Inclusive Leaders

- **Ongoing Education**
- **Self-Reflection**
- **Inclusive Role Models**

Education and Training for Inclusive Leadership

- **Diversity Training**
- **Workshops**
- **External Resources**

Mentorship and Coaching for Inclusive Leadership

- Mentorship Programmes
- Coaching for Growth

Lead by Example

- **Public Support for Diversity Initiatives**
- **Accountability**
- **Consistency**

Creating a Supportive Network for Inclusive Leadership

- Internal Networks
- External Mentors
- Cross-Functional Collaboration

Measuring Progress and Accountability

- **Surveys and Feedback**
- **Key Performance Indicators (KPIs)**
- **Annual Review**

Personal Activity



What qualities do you think make someone a good inclusive leader?

Can you think of an example of an inclusive leader you've encountered?



Building a Culturally Inclusive Organisation

Introduction to Building a Culturally Inclusive Organisation

A culturally inclusive organisation embraces and celebrates the diversity of its employees, customers, and stakeholders.

- **Impact**

Leadership Commitment to Inclusivity

- **Top-Down Approach**
- **Resources and Budgeting**
- **Accountability**

Diversity Recruitment and Hiring

- **Inclusive Job Descriptions**
- **Targeted Recruitment**
- **Unconscious Bias Training in Hiring**

Inclusive Policies and Practices

- **Flexible Working**
- **Anti-Discrimination Policies**
- **Equal Pay**

Celebrating Diversity and Inclusion

- **Cultural Celebrations**
- **Employee Stories**
- **Diversity Awards**

Personal Activity



What strategies would you implement in your future organisation to build a more inclusive workplace?



THE | END

Conclusion

CONCLUSION

- Implicit bias affects our decision-making and interactions, but we can mitigate it through awareness and action.
- Inclusive leadership is crucial for creating a culture where diversity thrives.
- Building a culturally inclusive organisation requires commitment at all levels, from leadership to employees.

Questions and Answers

CoGrammar



Let's take a break

CoGrammar



Thank you for attending

CoGrammar



Department
for Education