

# Why We All Need To Talk About Equality and Diversity

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Slides are online:

- ▶ <http://www.ma.rhul.ac.uk/~uvah099/Talks/EDITalk.pdf>
- ▶ <https://tinyurl.com/y3xa44lu>

# Black Lives Matter



- ▶ I walked past Colston's statue most days.
- ▶ About 500 000 slaves were transported through Bristol.
- ▶ Trading in slaves was abolished in 1807 in the UK. In USA slavery was abolished in 1865, after the American Civil War.
- ▶ *'The pandemic took the older generations off the streets and handed them over to the young, who used that space to make demands about the issues that matter to them'*

**David Olusoga, 2020.**

## A Few Role Models

- ▶ Beatrice 'Tilly' Shilling invented the R.A.E. restrictor that countered engine cut-out in early Spitfire and Hurricane aircraft during the Battle of Britain.



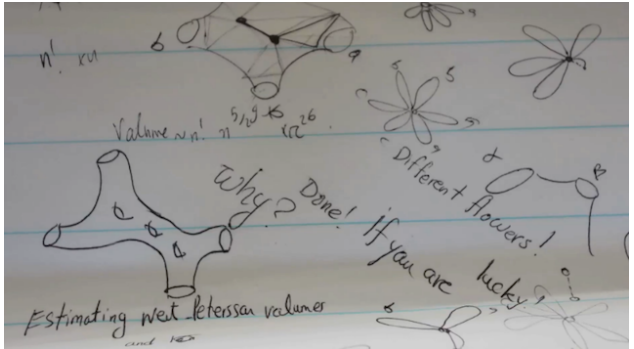
## A Few Role Models

- ▶ Jocelyn Bell Burnell pioneered radio astronomy. She discovered pulsars and was awarded the 2018 Breakthrough Prize.
- ▶ She donated the \$3 million prize to the Institute of Physics to fund Ph.D. studentships for underrepresented people. The IoP has recognised the Physics department's work in championing good practices by a Project JUNO award.

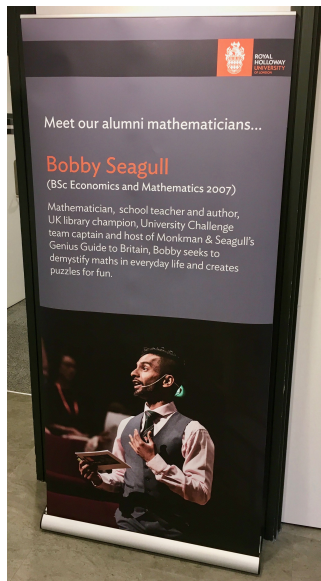


# A Few Role Models

- ▶ Maryam Mirzakhani is the first women to be awarded a Fields Medal (2014). It was given for her work in geometry.
- ▶ *'The beauty of mathematics shows itself to more patient followers'*



# A Few Role Models



ROYAL HOLLOWAY UNIVERSITY OF LONDON

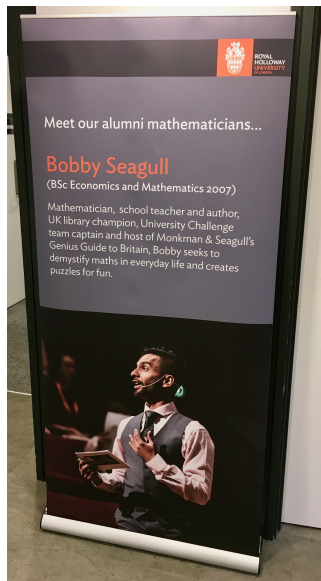
Meet our alumni mathematicians...

**Bobby Seagull**  
(BSc Economics and Mathematics 2007)

Mathematician, school teacher and author, UK library champion, University Challenge team captain and host of Monkman & Seagull's Genius Guide to Britain, Bobby seeks to demystify maths in everyday life and creates puzzles for fun.

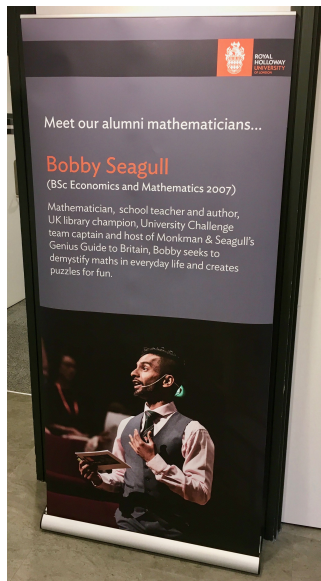
- ▶ Bobby Seagull is a mathematician, teacher and author of *The life-changing magic of numbers*.
- ▶ He captained a University Challenge Team in 2017 reaching the semi-final.
- ▶ He is now a Ph.D. student researching mathematics education.

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- ▶ 2, 3, 5, 7, 11, 13, 17, 19, 23, 29, 31, . . . ,

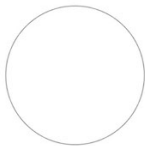
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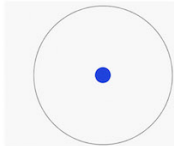
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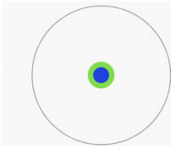
Imagine a circle that contains all of human knowledge:



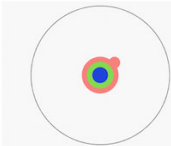
By the time you finish elementary school, you know a little:



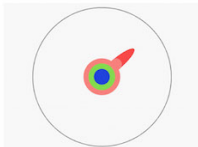
By the time you finish high school, you know a bit more:



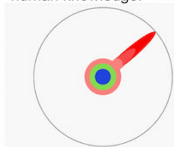
With a bachelor's degree, you gain a speciality:



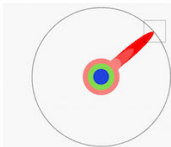
A master's degree deepens that speciality:



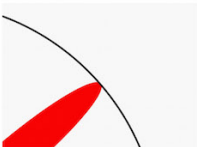
Reading research papers takes you to the edge of human knowledge:



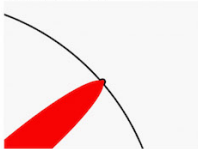
Once you're at the boundary, you focus:



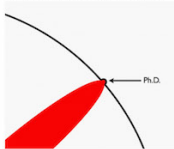
You push at the boundary for a few years:



Until one day, the boundary gives way:



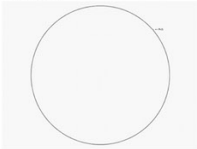
And, that dent you've made is called a Ph.D.:



Of course, the world looks different to you now:



So, don't forget the bigger picture:



Keep pushing.

# We Should All be Feminists

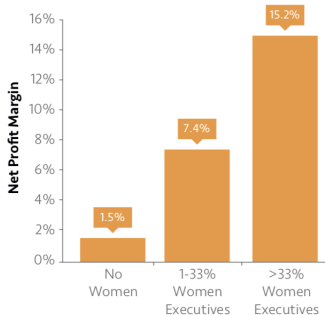


- ▶ *'If we keep seeing men as heads of corporations, it starts to seem 'natural' that only men should be heads of corporations'*

**Chimamanda Ngozi Adichie 2014**

- ▶ Large UK firms whose board is at least one third women outperform.

Net profit margin by proportion of women on Executive Committee (banded) - FTSE 350 - 2020



# Unconscious Bias

<https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/>

Understanding unconscious bias

Watch later Share Info

BACKGROUND

DRINK ME

CULTURAL ENVIRONMENT

Alice's Adventures in Wonderland

PERSONAL EXPERIENCES

WRONG!

The snag is it's wrong quite a lot of the time.

MORE VIDEOS

0:28 / 2:59

YouTube

THE ROYAL SOCIETY

# The 9 Protected Characteristics

Under the Equality Act 2010 we have the right not to be discriminated against because of:

- ▶ Age
- ▶ Disability
- ▶ Gender reassignment
- ▶ Marriage and civil partnership
- ▶ Pregnancy and maternity
- ▶ Race
- ▶ Religion or belief
- ▶ Sex
- ▶ Sexual orientation.

'Discrimination' includes indirect discrimination, harassment and victimisation. Universities have a positive duty to eliminate discrimination and advance equality of opportunity.

# What does Equality mean?

Which phrase best describes what 'Equality' is?

- ▶ 'Equality' is about treating everyone the same in the workplace, regardless of e.g. gender, race, religion, culture, sexual orientation or age
- ▶ 'Equality' is about treating people differently if necessary, to take account of people's different needs
- ▶ 'Equality' is about giving preferential treatment to certain groups, so that we have the right proportion of each group represented in the workplace

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# What You Can Do

- ▶ Think about what feminism and anti-racism mean to you.
- ▶ Take the Implicit Association Test: [implicit.harvard.edu](https://implicit.harvard.edu).
- ▶ Watch *'How to outsmart your own unconscious bias'*, Valerie Alexander. (17 minute TeDX talk on Youtube.)
- ▶ Read *'White privilege: unpacking the invisible knapsack'*, Penelope McIntosh. [www.raciaequitytools.org/resourcefiles/mcintosh.pdf](http://www.raciaequitytools.org/resourcefiles/mcintosh.pdf):

*'36. If my day, week or year is going badly, I need not ask of each negative episode or situation whether it had racial overtones.'*

- ▶ Do the Equality and Diversity training on Moodle: [moodle.royalholloway.ac.uk/course/view.php?id=3115](http://moodle.royalholloway.ac.uk/course/view.php?id=3115)
- ▶ Be an active bystander.
- ▶ Know you are not alone.



## BLACK LIVES MATTER

THE SABBATICAL OFFICER TEAM  
AFRICAN-CARIBBEAN SOCIETY  
WOMEN OF COLOUR COLLECTIVE