Post course resources - Improving Equality, Diversity and Inclusion

Colin Heyman

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hqn TRAINING

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1 Diversity and Inclusion Resources

There are lots of films, documentaries, books and so on. This is a personal list – resources that have moved me or helped me to understand.
Colin Heyman, Maine-stream
Colinheyman3560@gmail.com

Equality/Diversity in Organisations

Department for Business, Innovation & Skills – BIS Occasional Paper No. 4 - The Business Case For Equality And Diversity, 2013
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/49638/the_business_case_for_equality_and_diversity.pdf

The Inclusion Imperative. Stephen Frost, Kogan Page, 2014

The Value of Difference – Eliminating bias in organisations. Binna Kandola, Oxford: Pearn Kandola, 2009

Matthew Syed - Rebel Ideas: The Power of Diverse Thinking.
Why facts don't convince people and what you can do about it
https://www.youtube.com/watch?v=S74C-XF9kYY

Better Allies® Everyday actions to create inclusive, engaging workplaces
https://betterallies.com/ A website with loads of suggestions about what allies can do, including a weekly email with 5 suggestions.

Equality Related Ted Talks

a. Danger of a Single Story – Chimamanda Adichie -
https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story?language=en
b. Yassmin Abdel Magied – What does my headscarf mean to you? – Unconscious Bias:
https://www.ted.com/talks/yassmin_abdel_magied_what_does_my_headscarf_mean_to_you?language=en

c. Kimberle Crenshaw – Intersectionality: https://www.youtube.com/watch?v=akOe5-UsQ2o

d. Ash Beckham – When to take a stand and when to let it go
https://www.ted.com/talks/ash_beckham_when_to_take_a_stand_and_when_to_let_it_go?language=en

Descriptions of the beliefs and customs of different religions

http://www.bbc.co.uk/religion/religions/

LGBTQ+

Terminology: https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms
http://itspronouncedmetrosexual.com/. Lots of stuff on this site about, amongst other things:
The Genderbread Person – interesting model around gender, gender identity and sexual orientation, getting away from binary definitions
http://itspronouncedmetrosexual.com/2015/03/the-genderbread-person-v3/

- Lists of privileges that being male/heterosexual etc brings, eg:
http://itspronouncedmetrosexual.com/2012/10/list-of-upperclass-privilege/

Transgender

Stonewall has some good resources on employing transgender people: Go to
http://www.stonewall.org.uk/our-work/workplace-resources

Disability

https://businessdisabilityforum.org.uk/disability-essentials/

https://www.housing.org.uk/news-and-blogs/blogs/gemma-waddington/raising-awareness-of-disability-in-the-workplace/

The Hidden Story Of Disabled Britain
https://www.youtube.com/watch?v=39QRBowHOQ8

I'm not your inspiration, thank you very much | Stella Young
https://www.youtube.com/watch?v=8K9Gg164Bsw

There are lots of list of dos and don'ts for 'Disability Etiquette". Here is one:
https://www.vantagemobility.com/blog/disability-etiquette-dos-and-donts

Consumers with disabilities 'overlooked' and 'disempowered"
https://www.fairplaytalks.com/2022/07/07/bdf-consumers-with-disabilities-overlooked-disempowered/

Race

UK Government Race Disparity Audit -
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/686071/Revised_RDA_report_March_2018.pdf

What does the term White Privilege actually mean?
https://www.scotsman.com/news/world/what-white-privilege-origins-and-meaning-term-used-amid-black-lives-matter-debate-and-why-its-misunderstood-2884982
"*Black is the New Black*" is well known black people speaking out about their experiences of being black in the UK. Both informative and moving.
https://www.youtube.com/results?search_query=black+is+the+new+blalck&page=&utm_source=opensearch
Deconstructing White Privilege with Dr. Robin Di Angelo -
https://www.youtube.com/watch?v=DwIx3KQer54

Being an ally: Cracking the Codes: Joy DeGruy "A Trip to the Grocery Store"
https://www.youtube.com/watch?v=Wf9QBnPK6Yg&feature=youtu.be
What is White Privilege? - Jon Amaechi - https://www.bbc.co.uk/bitesize/articles/zrvkbqt
Should you teach your children about racism? Of course – here's how -
https://www.theguardian.com/lifeandstyle/2022/jun/25/ibram-x-kendi-how-to-teach-children-about-racism

Books

White Fragility – Robin di Angelo
Brit (ish) – Afua Hirsch
Natives – Akala
How to argue with a racist - Adam Rutherford
Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge
Windrush: Irresistible Rise of Multi-Racial Britain by Mike and Trevor Phillips
Black and British: A Forgotten History by David Olusoga
The Good Immigrant by Nikesh Shukla
Americanah by Chimamanda Adichie
Why we kneel, how we rise – Michael Holding
The Promises of Giants: How YOU can fill the leadership void – Jon Amaechi

Films

Crash (2004) Directed by Paul Haggis. ((the one featuring Don Cheadle, Thandie Newton, and Matt Dillon - There are two films called 'Crash' – make sure it is this one!)

Wondrous Oblivion

Green Book (also about Class)

Loving

To Kill a Mockingbird

Hidden Figures

Fast, practical guidance on everything to do with housing

HQN provides high-quality advice, tailored support and training to housing associations, councils, ALMOs and other housing providers.

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Rockingham House, St Maurice's Road, York, YO31 7JA
Tel: +44 (0)1904 557150 Email: hqn@hqnetwork.co.uk Visit: hqnetwork.co.uk

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