



Cultural Integration Workshops

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Boaden



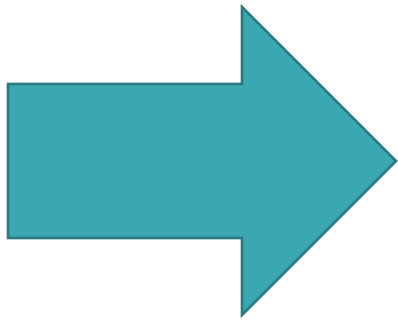
Context

- Acting Programme - reports of casual racism started coming to Gemma's attention in AY 18-19
- Nathan's BAME Attainment Gap research 19/20

Aims and Objectives – for delivery with students

- Creating an inclusive and welcoming environment.
- Creating a safe place for conversations around difficult topics
- Celebrate differences
- Targeting further protected characteristics beyond race
- Avoiding stereotype threats

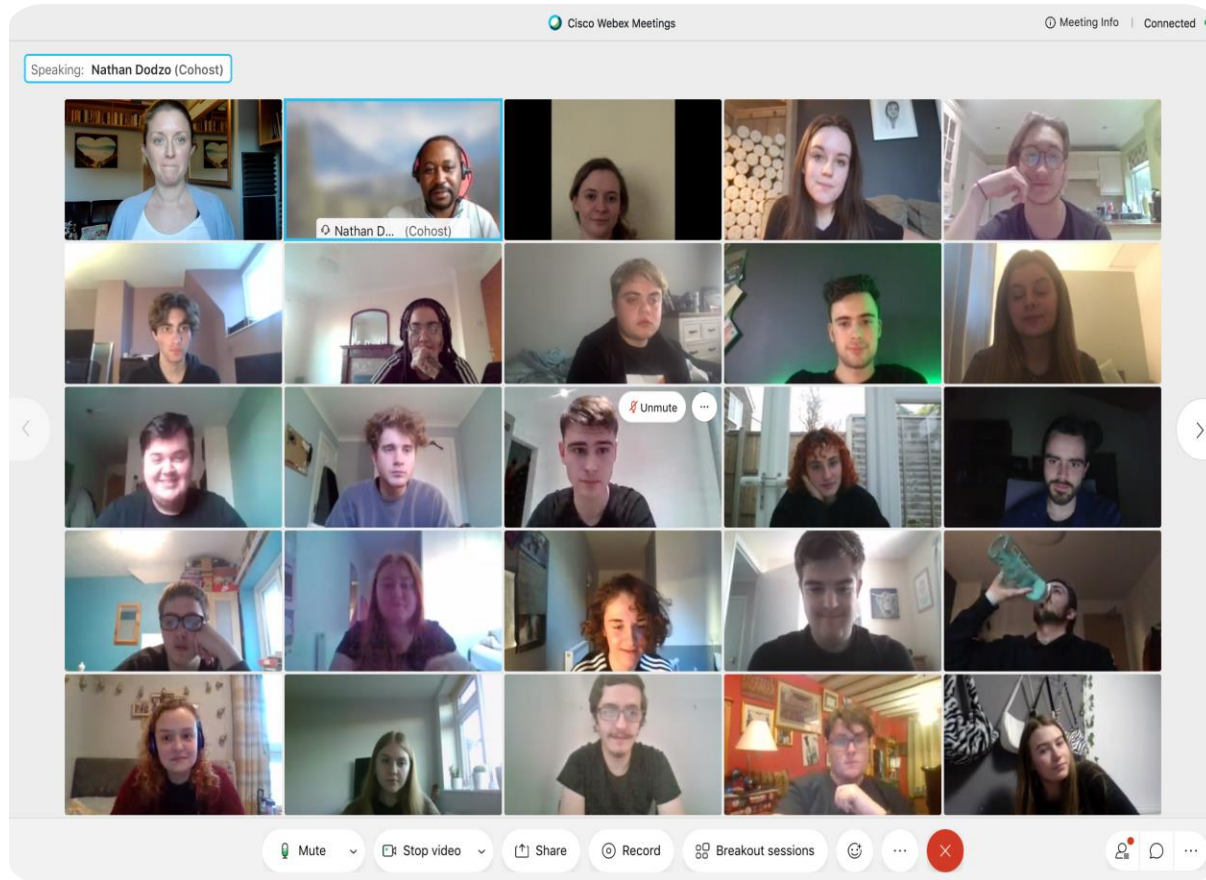
BBC Look East Clip



https://northampton.mediaspace.kaltura.com/media/Clip+of+Cultural+Intergration+workshops/1_1q6pcf73

Aims and objectives – this session

- Whistle stop tour
- Sharing effective practice
- Sharing strategies of how to engage in difficult conversations
- Igniting discussion and debate with creative explorations of the subject matter
- Generate suggestions to help spark ideas in staff for you to take the work forward



Parameters for the workshops

- Team leading workshops to consider diverse leadership where possible.
- Respect for each others views
- Effective Listening and participation
- Cameras on due to seriousness to ensure full engagement - sensitive nature of topic requires people to feel that everyone is being respectful and not switched off. (depends on platform)
- Expected Attendance

Clip 1

https://www.youtube.com/watch?v=5NHeFgaVWs8&feature=emb_logo



Clip 2

https://www.youtube.com/watch?v=5NHeFgaVWs8&feature=emb_logo



Exercise 1: Clips for discussion

- 5mins
- Breakout Groups:
 - Discuss your similarities and differences?
 - How is this relevant to our setting?

Quiz

- We are going to read out some statements and you will be asked to score your answers.
- Please grab a pen and some paper.
- In the last week, I have seen an advertisement with a model of the same race as me
 - Agree 2 points - Disagree 0 Points
- My boss is the same race as me
 - Agree 2 points - Disagree 0 Points

Quiz

- I have been the only person of my race in the room
 - Agree 0 points - Disagree 2 Points
- Your friends in conversation, have used the words “you people” to you, meaning your whole race.
 - Agree 0 points - Disagree 2 points

Quiz

- You've done something well and you've been congratulated because you are a credit to your race/gender/sexuality.
Agree 0 points - Disagree 2 points
- Your race/gender/sexuality has been an issue during a job interview
- Agree 0 points - Disagree 2 points
- Someone has made fun of you at school because of the colour of your skin
- Agree 0 points - Disagree 2 points

Quiz

- Someone has made fun of you at school because of your gender or sexuality
 - Agree 0 points - Disagree 2 points
- At work you have two or more places where you can get food you like
 - Agree 2 points - Disagree 0 points
- You've watched a racial stereotype on TV and you thought it was offensive
 - Agree 0 points - Disagree 2 points

Quiz

- You've heard your friends make a joke about a racial stereotype - but were too afraid to say anything as you didn't want to cause offense
 - Agree 0 points - Disagree 2 points
- You have been followed around a shop by the security guard
 - Agree 0 points - Disagree 2 points
- You have been asked to leave a shop or pub for no apparent reason
 - Agree 0 points - Disagree 2 points

Quiz

- People ask to touch your hair
 - Agree 0 points - Disagree 2 points
- You have been asked where you are really from
 - Agree 0 points - Disagree 2 points
- In the last 3 months you have been stopped by the police
 - Agree 0 points - Disagree 2 points

Quiz

- Please share your scores
- Those with the high scores enjoy more social privileges than those with low scores
- - total possible score **32 points**
- Discussion
 - Was anyone shocked by their score?
 - Did anyone expect their score?

Clip 2 – Belonging – Takunda Muzondiwa



- <https://youtu.be/-m9gyns8niA>

Workshop Content - Outline

- BAME Drop in Café
- Identity
- perception and awareness of privilege.
- Belonging
- What does inclusion mean and how do you build an inclusive environment
- Gender stereotypes
- Neurodiversities
- Culture and heritage

Tools used to deliver content

- Discussion
 - Large group and small break out groups
- Video Clips
- Quizzes
- Short scene role play
- Word Clouds

Summary

- Positive impact on engagement, which in turn impacts attainment
- Well-being and attainment are connected
- A forum to feel heard again impact on attainment
- Opportunity for all cohorts to discuss – cross year and cross programmes

Any questions?

- <https://uon1.padlet.org/nathandodzo/ciw>
- Other resources available:
- <https://mypad.northampton.ac.uk/fastedi/>