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DIVERSITY AND INCLUSION

– TAKEAWAY –

TOP TIPS

- 1** Question an organisation's commitment to Diversity and Inclusion by looking up their published data around the topic
- 2** Write about your personal experiences in your cover letter if you think it will highlight your suitability for the job
- 3** Find out who you can talk to about any of your concerns when in the workplace
- 4** Reflect on your biases, and how this may influence your behaviours.

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QUESTIONS YOU COULD ASK AT THE END OF A JOB INTERVIEW REGARDING DIVERSITY AND INCLUSION:

- 1** How important is diversity and inclusion to you as an organization?
- 2** Do you have Diversity and Inclusion training? What does this involve?
- 3** How would you be able to support my (protected characteristic) in the workplace? Do you have any other employees which have the protected characteristic? How do you support them?
- 4** Do you have a grievance procedure

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SUPPORT IF YOU'VE BEEN DISCRIMINATED

How the government can help you: <https://www.acas.org.uk/>

- **An advisory service which is a non**
- **Departmental public body of the government to help improve employment relations.**
- **Online advice, as well as a free helpline**

<https://www.gov.uk/legal-aid> - Legal aid can help meet the costs of legal advice and representation in court if you've been discriminated against

Trade union protection:

<https://www.gov.uk/join-trade-union/trade-union-membership-your-employment-rights>

Other services:

<http://www.equalityadvisoryservice.com/app/home>

<https://www.equalityhumanrights.com/en/equality-act/know-your-rights>

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Harvard Bias test- A series of tests which can expose implicit (unconscious) biases
<https://implicit.harvard.edu/implicit/takeatest.html>

Mood board activity:

Reflect on your biases by collecting images of your personal experiences EG your up bringing, your school experiences, your family and friends.

Your Socialisation, EG think of your values and behaviours,

And the media you consume EG what TV shows you watch, and what music you listen to.

Create this mood board of images and reflect on how your unconscious bias has formed.

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