

Introduction to Diversity and Inclusion



DIVERSITY

What do the words ***DIVERSITY*** and ***INCLUSION*** mean to you as a Police Officer



Why?

- Legislation – Equality Act 2010
- Business Case – high performing when people can be themselves
- Moral case – ‘right thing to do’
- Police Legitimacy



Designed to listen and reassure - BME Recruitment and Progression



*“If **police forces** do not truly **represent the people** they serve, if they are not made up of men and women of **all backgrounds**, if they do not properly **reflect** the communities where local officers police, then we cannot truly say the **police are the public**, and the **public are the police**” (Rt Hon Theresa May)*

Police legitimacy outlined by the ‘PEEL’ principles.

Your Values



Imagine an empty glass...

0-7 years – Imprinting

8-13 years – Modelling

14-21 years – Socialisation

Glass now full?

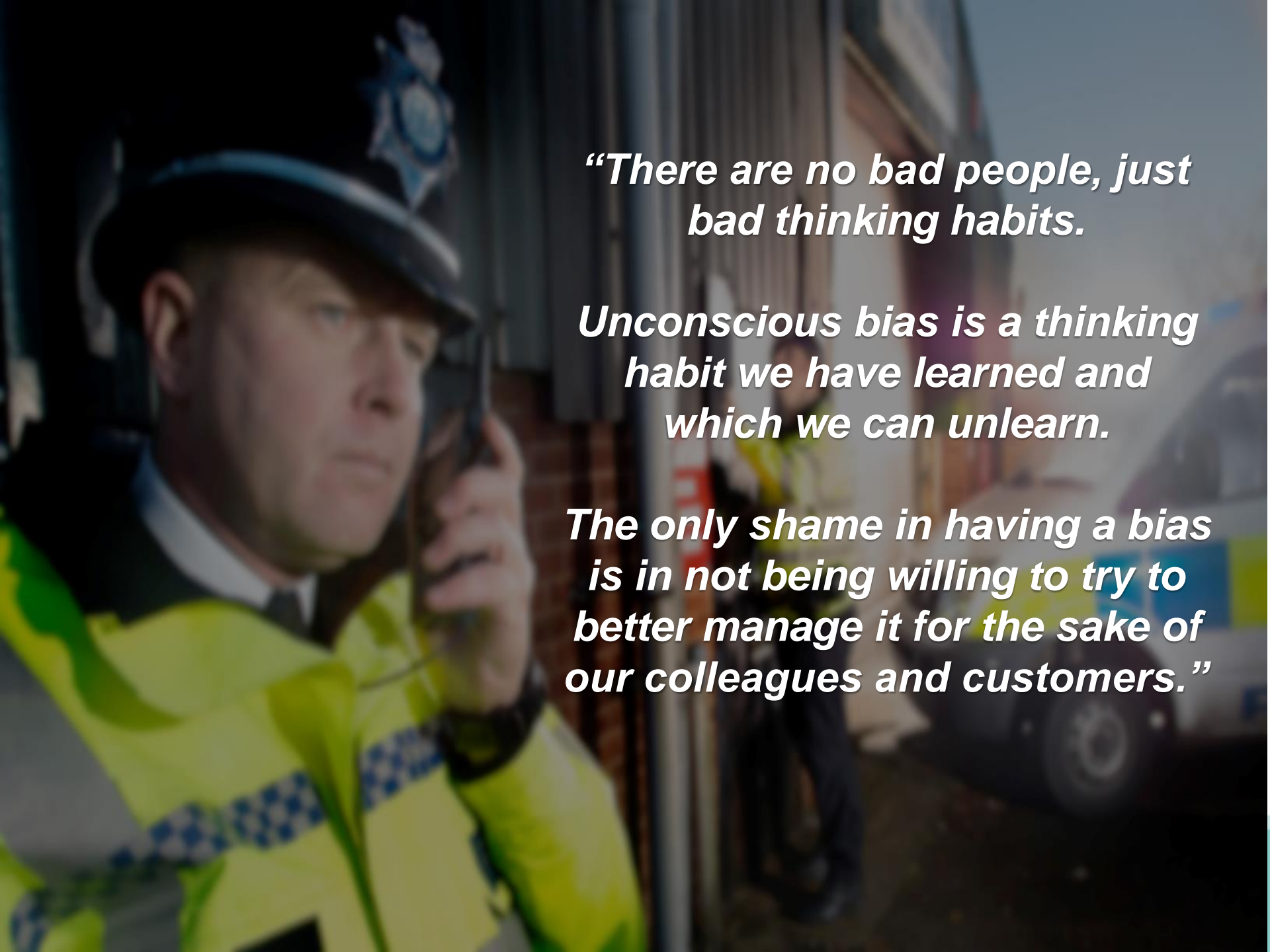
Need Significant Emotional
Event!

How “Values” influence us

Die/Kill for? (Primary values)	Fight for? (Secondary values)	Argue for? (Tertiary values)

Paradigm of Prejudice

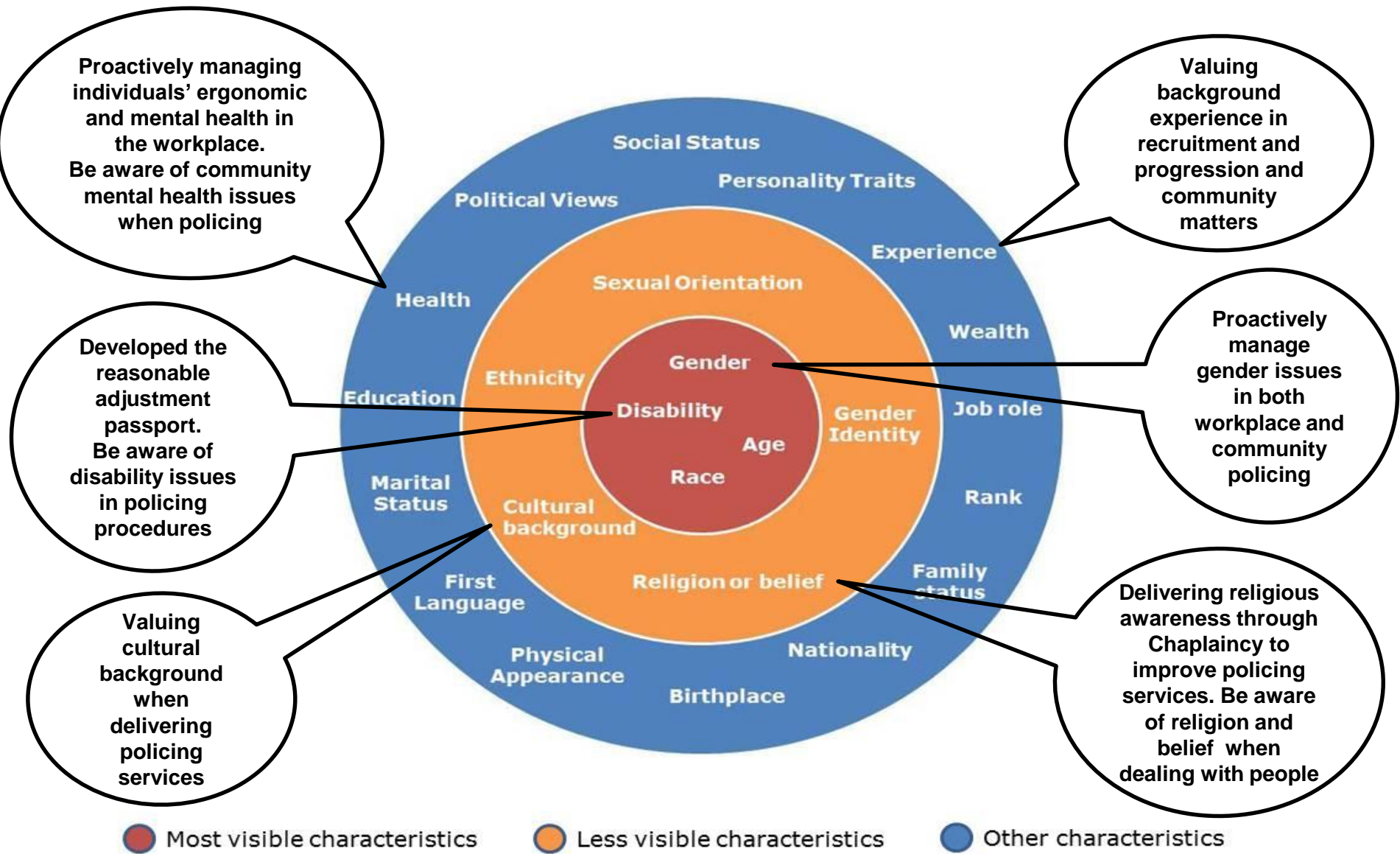
<p>Prejudiced discriminator</p>	<p>Non-Prejudiced Discriminator</p>
<p>Non- prejudiced Non-discriminator</p>	<p>Prejudiced Non-discriminator</p>

A police officer in a high-visibility yellow jacket and blue helmet is shown in profile, talking on a radio. The background is a blurred street scene with buildings and a vehicle.

“There are no bad people, just bad thinking habits.

Unconscious bias is a thinking habit we have learned and which we can unlearn.

The only shame in having a bias is in not being willing to try to better manage it for the sake of our colleagues and customers.”



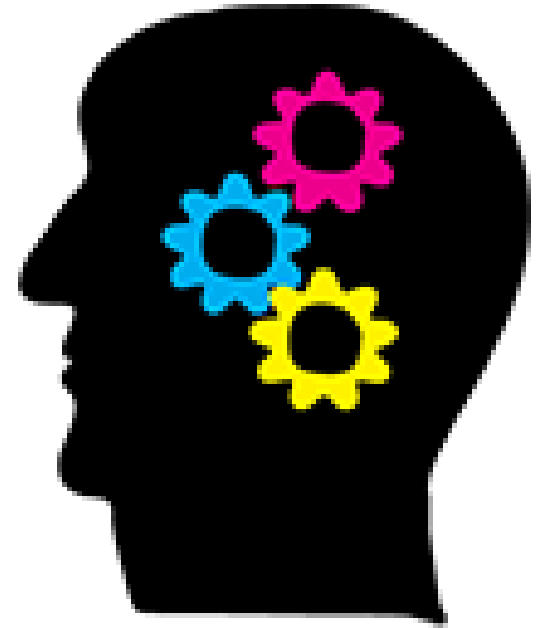
Small unconscious actions that demonstrate disagreement, superiority and distrust; lead to exclusion and increases risk of failure

- Negative, impatient tone, as well as looking away/avoiding eye contact
- Forgetting name/Incorrect name/mispronouncing name
- Not speaking to or acknowledging someone who comes from a different ethnic or social group
- Not giving timely feedback
- Discounting a person's capability just because of dress or some other surface difference



Small, unconscious actions *that demonstrate affinity, support, mutuality*; lead to inclusion and are meant to help others achieve

- Matching pace of speech, tone, and physical gestures that encourage the other
- Creating inroads or access to individuals you have affinity for
- Not hesitating to give feedback but done so in a constructive manner
- Giving the benefit of the doubt in spite of dress or some other surface difference.



Management of Unconscious Bias

A

Attitude

S

Skill

K

Knowledge



Communities and the Police

Diverse Communities



Understanding Of Different Needs



Are all areas the same?



The West Midlands



It contains 180 Nationalities



45% of the population come from BME and other backgrounds



1 in 4 suffer or will suffer some form of mental health issue

Dealing with conflict in the workplace

Harassment, bullying & victimisation in the workplace

C onfront - the issue

U nderstand – each other's position.

D efine – the problem

S earch - for and evaluate alternative solutions.

A gree - upon and implement the best solution.



Challenge Continuum

Seed Sowing	Hypothetical	Within a Framework	Direct Feedback	Direct Statement	Warning	Senior Referral
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G R O U P C H A L L E N G E	Seed Sowing	'That's not very nice.' 'That's not always the case.'
	Hypothetical	'I wonder what they would say about that?' 'How would you feel if that was you?'
	Within a Framework	'You're not allowed to say that'. 'That's' against Force policy'.
	Direct Feedback	'I didn't like that, it made me feel.....' 'I'm not happy/comfortable with what you just did'.
	Direct Statement	'That is unacceptable, don't do it'.
	Warning	'If you continue I'll.....' 'I really want you to stop now or I'll take it further'.
	Senior Referral	Tell line manager



How Diversity and Inclusion will drive and impact 2020

Our four pillars of change

Designed to listen and reassure

- Better understanding of our environment and public need
- Building legitimacy through transparency and integrity
- Empowering the public and communities



Geared to prevent harm

- Upstream management of public need
- Long term reduction in the number of offenders, first time entrants into system, and levels of risk to the vulnerable
- New delivery models in partnership



Prepared to respond at pace

- Improvement in the speed, efficiency, agility of our response to drive stronger resolutions
- Real time management of demand proportionate to the level of harm
- Resolutions supported by digital evidence/process



Ready to learn and adapt

- Collaboration with partners to develop successful services
- Evidence led development and scaling of interventions
- Horizon scanning



How does D&I Contribute to better outcomes

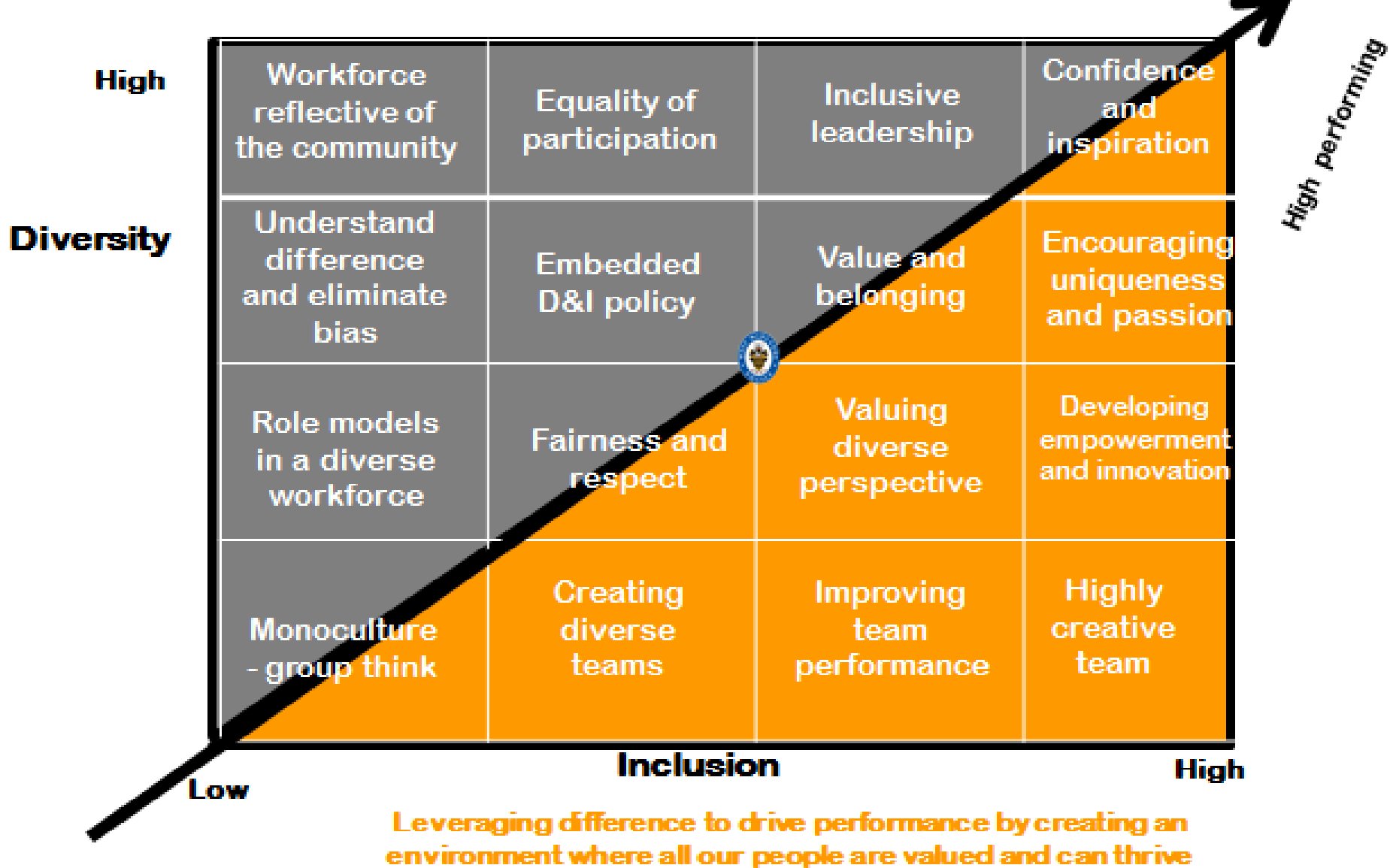
- Officer and Staff recruitment and progression
- Equality Impact/IAGs/Scrutiny panel/independent interview panel members
- Utilising voluntary sector and SMEs to deliver awareness and shape delivery
- Using data analysis and SSAs to scrutinise transparency/disproportionality
- Published information/community feedback/SSA community engagement
- Gender/BME decoding of job adverts

- Proactive management of equalities across sectors - award winning Solihull D&I
- Reducing levels of risk to the vulnerable collectively - proactive engagement with PPU – identifying religious cults/same sex DV/Insp.training days - islamic awareness
- Positive action in firearms recruitment/positive action priority focus areas
- Reasonable adjustments

- Cultural awareness
 - Close protection
 - Faith videos
 - Mental health
- Designing bespoke D&I learning products to develop better informed workforce
- FCAs

- Autism in the CJS
- Mental health – stress reduction partnerships
- Reframing EDHR – moving to the Inclusion model
- Working with the College to influence change
- Scanning international best practice to mirror D&I top performing organisations e.g. Virgin, Deloitte





Journey to inclusiveness

***Diversity and Inclusion should not be
a barrier to effective policing***



***It is best utilised to deliver all our
policing objectives and contribute to
community confidence and cohesion.***