

MODULE THREE: KEY LEADERSHIP SKILLS

Module aims:

- To develop and improve your leadership skills.

CULTURAL AWARENESS AND DIVERSITY

Durham University's diversity guide/strategy

<https://www.dur.ac.uk/equality.diversity/positiveworking/policies/eanddpolicy/>

https://www.ted.com/talks/hayley_yeates_it_s_past_time_to_appreciate_cultural_diversity

Find out more about diverse groups

Stonewall <https://www.stonewall.org.uk/>

BAME: <https://www.imkaan.org.uk/>

Disability: <https://www.dlf.org.uk/content/key-facts>

Benefits of a diverse team

- Different perspectives
- Best talent
- Greater innovation
- Diverse skills and experience

Circles of your identity*

This activity highlights the multiple dimensions of our identities. It addresses the importance of individuals self-defining their identities and challenging stereotypes. Write down your name then write important aspects of your identity around it - an identifier or descriptor that you feel is important in defining you.

1. Share a story about a time you were especially proud to identify yourself with one of the descriptors you used above.

2. Share a story about a time it was especially painful to be identified with one of your identifiers or descriptors.

3. Name a stereotype associated with one of the groups with which you identify that is not consistent with who you are. Fill in the following sentence: I am (a/an) _____ but I am NOT (a/an) _____.

*[Activity provided by a mentor of the Programme, Emily Walter, Durham University Alumni and People Operations Manager at upReach]

Important key words

- **Prejudice** - an attitude about another person or group of people based on stereotypes.
- **Discrimination** - an action or behaviour based on prejudice.
- **Racism** - prejudice or discrimination based on race/ethnicity.
- **Sexism** - prejudice or discrimination based on gender.
- **Homophobia** - fear of homosexual people or homosexuality.

REFLECTION: As leaders, we all have power. Think how your power can be misused and how it can be used to empower other people. Do you stand up for the right things?

How diverse is your universe?

Fill in the following responses:

- My partner is...
- My best friend's is...
- My neighbour's is...
- My doctor is...
- My dentist is...
- My professor is..
- My boss is...
- My co-workers are predominantly...
- My fellow students are predominantly...
- The author of the last book I read was...
- The actors in the last film I watched were...
- The actors in the last television programme I watched were...
- During the course of the day, the people with whom I come into contact are predominantly...
- The person who I most admire or who has the greatest impact on my life is...
- The people in my favourite music group or band are predominantly...

REFLECTION: How can the answers to the above questions impact or skew your worldview? How can they impact your leadership?

Assessing your multicultural competence

What other areas might you not know about? Tick the following:

____ LGBTQ Students

____ International Students

____ ESL Students

- _____ 1st Generation University Students
- _____ Socio-economic Status
- _____ Religious Beliefs / Groups
- _____ Differently Abled Students
- _____ BAME students
- _____ Trans students

REFLECTION:

- Where and how can you learn about these areas?
- How can you find resources?
- Where can you access community groups?
- What messages about multiculturalism impact a student's experience at Durham University?
- Have you ever thought about others perceptions of you and the diversity areas you represent?
- If yes, what consequences does this have on your behaviour?
- If no, why not? What does this mean?

First thoughts

Look at each of the words below and write down the first two or three adjectives which come to mind (your thoughts or traditional stereotypes). Positive or negative, just write down your first reaction:

Disabled:

Teachers:

Elderly:

Women:

Jewish people:

White people:

Gay people:

People of Colour:

Men:

Police Officers:

Muslim:

Politicians:

Managers:

More current people

Resident Advisors:

Students:

Immigrants:

Prison officers:

Criminals:

Personal reflections

Think of a time in your life when you were discriminated against or treated unfairly because of who you are. Describe the situation:

- What did you feel?
- How did you cope?
- What did you learn?

Unconscious bias

<https://dramatictrainingsolutions.com/unconscious-bias-3-great-exercises-to-use-in-your-training/>

Test: <https://implicit.harvard.edu/implicit/selectatest.html>

Where to find more information about diversity and inclusion at Durham University

<https://www.dur.ac.uk/equality.diversity/managingdiversity/meetteam/>