Category: Food for Thought

The idea behind this category is that Diversity and Inclusion can be messy, funny, inconvenient and downright hard. Not all strategies and techniques work. Sometimes actions designed to promote Diversity and Inclusion can seem like a good idea at the time but in reality, are less effective.

We hope that this category can explore some case studies which address some of the difficulties for Community Services workers in ensuring our sector is as diverse as possible.

Some questions and resources are included below as a means of starting conversations.

Questions to consider;

- *Does law dictate culture?*

- *Diversity Fatigue – how do we turn it around?*
  

An article from The Guardian which begins by noting how the Google company has spent $2.65 million on a diversity programme with little or no results. The article goes on to ask why diversity programmes often do not work. It suggests the solution is to begin to embed the notion of ‘corporate empathy into a company’ instead of focusing on diversity which reinforces the other.

Another article which touches on the notion of the other is this, which can also be found in the Attitudes and Beliefs (Turquoise) Category;


- *Is it still gender equality when females are portrayed in a way that is mostly indistinguishable from stereotypical male behaviour?*

  https://www.youtube.com/watch?v=kyIlMQvv-qk

  (Trailer for the 2017 movie ‘Girl’s Night’)

And finally, a link to a trailer for another movie, Jeremy the Dud. This is a movie about a world where having a disability is the norm, and people without a disability are called ‘duds’ and treated with the same attitudes that people with disabilities experience in our society.

https://www.facebook.com/Jeremythedud/videos/163547627541430/