Respectful Communities wishes to acknowledge the people of the Kulin Nations, on whose land this training was developed and delivered on. We pay my respects to their Elders, past, present and emerging
OVERVIEW

THE TRAINING COVERS:

- The importance of inclusion at Monash
- The diversity of people that make up our community
- Our six Diversity and Inclusion priority areas
- How inequality, power and privilege affect people's lived experiences
- Inclusive practice
- Where to go for further support
DIMENSIONS OF DIVERSITY

DIVERSITY WHEEL

What are the identity label(s) that you use for each category?

Adapted from
AT MONASH

DIVERSITY AND INCLUSION FRAMEWORK

SIX PRIORITY AREAS:

• Aboriginal and Torres Strait Islander Staff and Students
• Staff and students from culturally and linguistically diverse backgrounds
• Staff and students of diverse genders, sexes and sexualities
• Staff and students with disability, ongoing medical or mental health condition
• Gender equality and gender equity
• Students from low socio-economic backgrounds
EXCLUSION/
MARGINALISATION
RACISM IN HEALTH CARE

A 2016 study found many white medical students wrongly believe Black people have a higher pain tolerance than white people. Of all the participants, 73% held at least one false belief about the biological differences between races.¹

Indigenous doctors are 5.5 times more likely to report bullying as a major source of stress, 10 times more likely to experience racism, and 27% of Indigenous health students reported being very stressed by racism.²

¹Racial bias in pain assessment, Kelly M. Hoffman, Sophie Trawalter, Jordan R. Axt, M. Norman Oliver, Proceedings of the National Academy of Sciences Apr 2016, 113 (16) 4296-4301; DOI: 10.1073/pnas.1516047113
**LGBTQIA+ HEALTH OUTCOMES**

- **41.9%** of LGBTQ people had considered attempting suicide in the previous 12 months.  
- **74.8%** had considered attempting suicide at some point during their lives.  
- **34.6%** verbal abuse, **11.8%** sexual assault, and **3.6%** harassment such as being spat at or offensive gestures  
- **41.7%** of LGBTQ reported having ever been in an intimate relationship where they felt they were abused in some way by their partner/s. **38.5%** reported ever feeling abused by a family member.

**Illicit drug use in the last 12 months was more common among people who identified as homosexual or bisexual**

- **36%** homosexual or bisexual  
- **16.1%** heterosexual people

**42% of 16 to 24 years old lesbian, bisexual and/or queer women smoked**

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2. Ibid.  
4. Ibid.  

**DISABILITY DISCRIMINATION**

An estimated **1 in 5** Australians are **living with disability**

Of these:

- **Around 1 in 7** have experienced discrimination...
- **About 2 in 5** have avoided situations because of their disability—such as going to school, going to work, or visiting family and friends
- **Over 1 in 4** have had difficulty accessing buildings and facilities—such as shops, hospitals, and government buildings

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**Source:** Australian Institute of Health and Welfare (AIHW) 2017. "Disability in Australia: Changes over time in inclusion and participation in community living." Cat. no. DIS 6/17. Canberra: AIHW.
TOLERANCE?
ACCEPTANCE?
INCLUSION?
Exclusion occurs when people are directly or indirectly denied access.

Segregation occurs when marginalised people are provided access in isolation from the mainstream community.

Integration is the process of placing marginalised people within the mainstream community, so long as the former can adapt to the expectations of the mainstream community.

Inclusion involves systemic reform to dismantle barriers and provide all people within a community with an equitable experience.
BENEFITS OF INCLUSION

INDIVIDUAL

• Better mental health
• Higher job satisfaction
• Higher productivity
• 9.8 times more likely to look forward to going to work
• 6.3 times more likely to have pride in their work

WORKPLACES

• 5.4 times higher employee retention
• Higher productivity
• Higher employee morale
• Increased organizational flexibility
• Increased ability to recruit a diverse talent pool
EQUALITY VERSUS EQUITY

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.
WHAT ARE THE BARRIERS TO INCLUSION?
BARRIERS TO INCLUSION

Physical / Environmental

Social / Attitudinal

Institutional / Systemic

Communication / Interpersonal
“Unconscious biases are thought patterns; mental shortcuts. Everybody has them. We learn these tendencies over our lifetime because they help us. We can do a complex activity like riding a bike, without consciously thinking about it. In a very similar way, biases help us navigate a complex social world.

Unfortunately, biases also have negative effects. We make snap judgments about others all the time: on the street, online, or when interviewing for a job. We use stereotypes to judge people from other groups.”

- Martijn Van der Kamp, Teaching Fellow, Monash Business School
THE EFFECT OF BIAS

A 2016 study suggests doctors are less likely to diagnose alcohol addiction in Asian Americans compared to white people, despite having the same symptoms.

This may occur due to the “model minority” stereotype, which frames Asian Americans as successful and self-reliant. The implicit bias this creates may lead doctors to overlook signs that Asian American patients require help.¹

Workplaces with increased power imbalances are more likely to have incidents of sexual harassment, gender-based violence and other forms of unacceptable behaviour.

In addition:
- A culture that tolerates sexual harassment,
- Lack of understanding of sexual harassment, and
- Use of alcohol all contribute to an increased risk of sexual harassment.

One medical professional spoke about ‘the hierarchical issues and control issues’ which permeate medical training, registration processes and referrals, such that, ‘for your entire duration of your medical work, you’re dependent on the hierarchy for your reputation’

-- Respect at Work (2020)
Power is the ability to influence the behaviour of others or change the course of events. This can be exercised either by encouraging a particular choice, or by limiting available choices.

Social Power is a form of power found within the rules and norms of a society and is dictated by groups that are dominant within the society. Benefiting from social power is what we call Privilege.
WHAT IS INCLUSIVE PRACTICE?
INCLUSIVE PRACTICE

Empathy and self-awareness
• Understand your own biases and challenge them
• Educate yourself by doing research or attending training
• Be aware of the feelings, thoughts and experiences of others

Communication
• Acknowledge that people communicate differently
• Be patient and listen
• Understand that your slang may not be inclusive for someone else

Creating safe and inclusive spaces
• Use inclusive language to show respect for others
• Challenge stereotypes of others
SUPPORT AND ADVICE

Respectful Communities
• Prevention of gender-based violence, LGBTIQA+ community, Anti-racism

Disability Support Services
• Disability, ongoing medical or mental health condition

William Cooper Institute
• Aboriginal and Torres Strait Islander staff and students

Access Inclusion and Success
• Students from low socio-economic backgrounds

Staff Equity and Diversity
• Monash HR support
INTERESTED IN RUNNING A TRAINING LIKE THIS FOR YOUR STUDENTS OR STAFF?

REACH OUT TO RESPECTFUL-COMMUNITIES@MONASH.EDU

Please note these slides have been adapted from a complete training session with additional interactive elements that was presented by Respectful Communities at Monash University.