

# DIVERSITY AUDIT

## A 5-MINUTE REFLECTIVE EXERCISE

We all want to be better at promoting diversity understanding to our 3 - 7 year olds. Take just a minute (or longer) to read through these questions and see how much you really do, or don't, know...



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### 1 About yourself

- How would you describe your ethnicity?
- And your identity? Or identities?

### 2 How do you relate to others?

- When do you become impatient or frustrated by other people?
- How respectful are you?
- Do you tend to be an enabler, or an inhibitor?
- Are you quick at forming opinions?
- Are you judgemental?
- Do you pigeonhole others before you've even started to get to know them?
- Do you make assumptions about others?

### 3 What do you understand about diversity and its importance to society?

- What is Diversity?
- Do you know why Diversity is important?
- How often do you think about the impact of Diversity on yourself and others?
- How often do you think you 'could be doing it better'?
- How many examples of Microaggressions can you name?
- Of those, how many can you really understand and explain well?
- How many biases can you name and explain?
- What is systemic, or institutional racism?
- What is 'White Privilege'?

### 4 What about the Resources that you use?

- Do you have a 'go to' place, or friend, where you can immediately find out all the answers you need, and where you can discuss honestly and openly all your concerns and anxieties surrounding how to 'do' Diversity confidently?
- In the mass-media resources that you use with your children (e.g. books, audio, visual, physical etc.), how often do you check that they reflect a diverse range of role models, ethnicities and outlooks?
- Do you have access to a 'Diversity Checklist' that you can use as a prompt to make sure you are covering the most important elements of Diversity within all your resources?
- How often do you change your resources to reflect the demographics of the groups you teach or care for?

### 5 How motivated, interested and invested are you in promoting diversity understanding?

- Do you think promoting Diversity awareness is important? If so, why? If not, why?
- Are you interested in 'doing diversity differently' but really don't know where to start with it?
- We all want a fairer, more respectful and equitable society for our children to grow into. How can promoting an understanding of Diversity achieve this? What are you doing to encourage and support this?

# WHY ASK THESE QUESTIONS?



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## About **1** yourself

We all need to position ourselves both physically and psychologically within society, and using ethnicity helps us to do this. It is a broader term than 'race', as it allows us to identify with both a culture and a nationality together. Thinking about identity shows to us just how many different identities, or 'stories' we all have - there is never just one!

## How do you relate to **2** others?

It's very easy for us to fall into our own unconscious learned behaviours and habits when we are rushed or stressed. When this happens, we may not always be as respectful and understanding towards others as we would like to be. We might mispronounce someone's name for example, or assume they know things that are beyond their own cultural experiences. We always need to bear this in mind...

## What do you understand about **3** diversity and its importance to society?

There's so much more to understanding the issues and challenges around Diversity than most of us realise. If we are white, it is likely we have never had to experience the same level of insults or microaggressions as those individuals with darker skins have to deal with, often many times a day.

## What about the **4** Resources that you use?

It's so easy to use the resources we have to hand, and which have served us well (often for many years of our careers). But do they truly reflect the changing demographics of our own groups, and those of wider society. We need to provide examples of a fair and equitable society if we want that for our children.

## How motivated, interested and invested are you in **5** promoting diversity understanding?

'Doing Diversity' is a tricky business. There are so many examples of people talking loudly about the injustices within society that we are often paralysed by fear and don't want to 'get it wrong'. We want to do something, but don't feel up to the challenge of changing the world all by ourselves! It doesn't have to be like that - we can take little steps towards that change when we're supported by each other and we are honest and open to try our best.