



The Educational
Institute of Scotland

Equality in Focus Intersectionality

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Fair Work

- ▶ The importance of voice - Fair Work - listening to people's individual experiences.
- ▶ Respect - respecting every part of who we are rather than just one bit.
- ▶ Fulfilment - how can you feel fulfilled if your whole self cannot be recognised?
- ▶ Opportunity - where there are barriers, for example racial barrier, an opportunity offered specifically to women may still disadvantage BAME women.
- ▶ Security - being safe at work and not discriminated against or experience harassment.

Working Together Agreement

- Be mindful of your power and airspace
- Seek to understand not agree
- Sharing is for celebrating
- One person speak at a time
- We all have different knowledge and lived experience - we all have something to learn and to teach
- Look after yourself



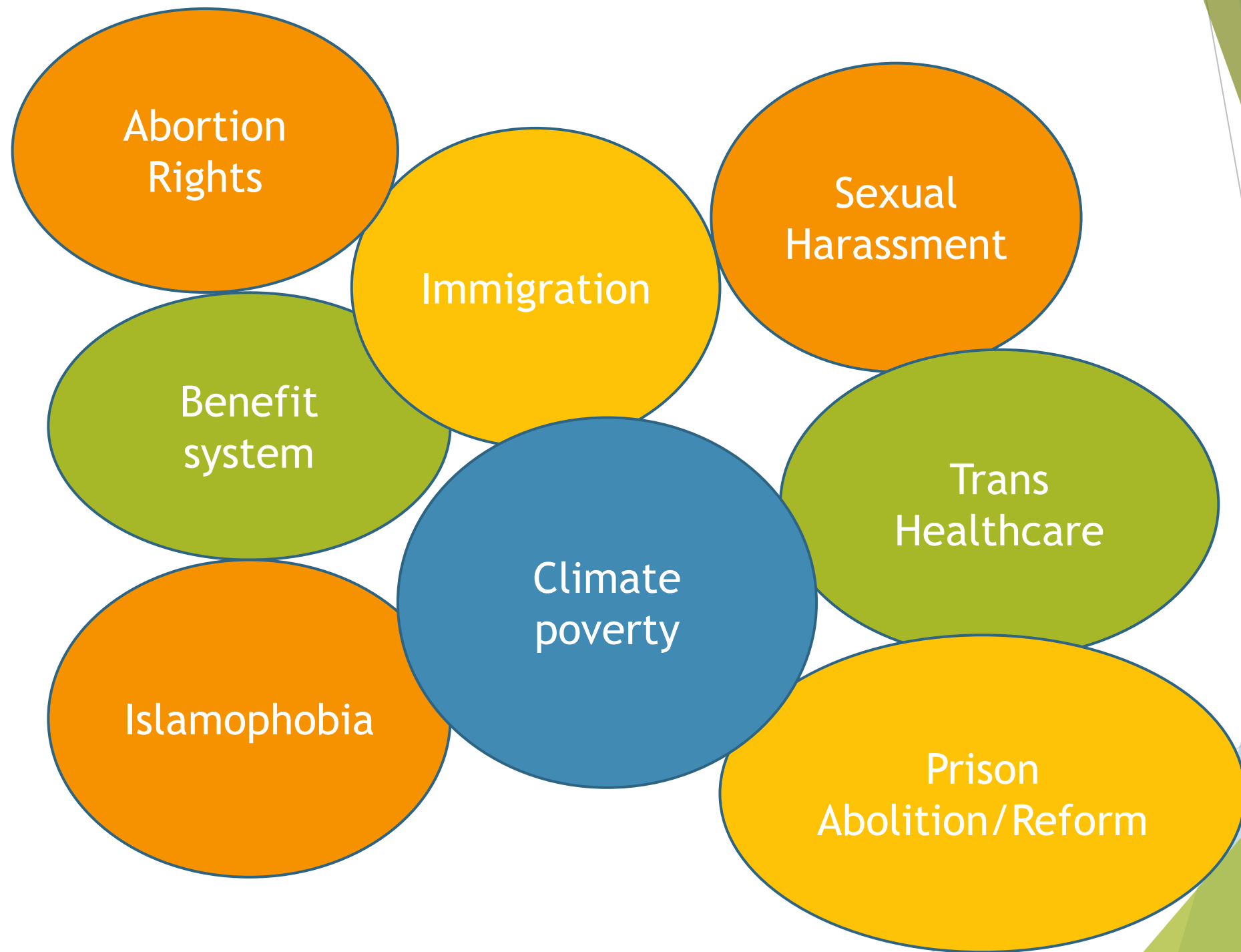
Poetry

Nadine
Aisha
Jassat

Welcome

Tell us...

- ▶ Your name
- ▶ What is an equalities issue that you feel passionate about?



Understanding Intersectionality

- ▶ How confident do you feel in your understanding of the concept of Intersectionality?
- ▶ <https://www.youtube.com/watch?v=O1islM0ytkE>

Equality in Recovery Seminar Series

Why did we do this? To embed equalities and ensure change

Aims/Hope for the series:

- Increase confidence and commitment on equalities issues
- Raising awareness of barriers for people from particular marginalised communities
- Space for self-reflection and best practice

Gender Inequality

Dynamics of Gender at Work- Tuesday 18th January

This workshop considered themes arising from the EIS One Thousand Women's Voices project, considered how Reps and members can further gender equality in the workplace and the practical steps required.

Anti-Racism

Mobilising for Anti-racism at Work- 27th October

This workshop utilised the EIS resource *Mobilising for Anti-racism at Work*, developed as part of previous EIS equality learning focus on anti-racism, to facilitate discussion amongst members regarding how they may take anti-racism forward in their workplaces.

Understanding and Addressing Racial Trauma in the Workplace - 5th October

This online webinar built on themes arising from the previous EIS equality learning focus on anti-racism, and consider in particular the mental health impact of racism on adults, and discussed how this may manifest in the workplace.

Disability

Autism Appropriate Workplaces- 23rd November

This workshop shared the work of the EIS Autism Appropriate Workplaces Focus Group and considered how workplaces can be better for Autistic staff, and what Reps and colleagues can do to advance this aim.

Furthering Disability Equality at Work- 9th February

This workshop will utilise a forthcoming film developed by a steering group of disabled EIS members to discuss disability equality in the context of education, and good practice for inclusive workplaces.

What is missing from this list?

Topics covered:

- ▶ Gender Inequality
- ▶ Anti-Racism
- ▶ Racial Trauma
- ▶ Disability
- ▶ Islamophobia

Is there anything else you would want covered?

LGBTI + work

- ▶ Online Pride event Taking Pride in Teaching 20 Years since the Repeal of Section 28: What strides have we made and what challenges remain for LGBT equality in Scottish education?
- ▶ School's Almost Out! Celebrate Pride! hosted by the fabulous Lady Rampant and featured dramatic performances, poetry, music and drag (2021)
- ▶ LGBT Network & Film discussion: 50 years legal
- ▶ LGBT History Month: Film screening- PRIDE (2020)

What worked well?

- ▶ the poetry
- ▶ depth of conversation
- ▶ variety of expert speakers and topics covered
- ▶ the facilitation style and format
- ▶ time to engage in discussion about new concepts and bring them into the practical
- ▶ well suited to all levels of knowledge and regardless of prev. engagement with union – suitable regardless of role.
- ▶ great feedback from those in attendance

What has worked less well?

- ▶ challenging circumstances getting people to engage with learning
- ▶ length of time per session
- ▶ after-work commitments
- ▶ significant drop off likely due to school cover issues
- ▶ limited time for network building between participants beyond the session, follow-on
- ▶ no information gathering about impact after the session has ended/implementation
- ▶ not always implementing intersectional lens throughout the discussions
- ▶ could have integrated fair work framework more in session design/refer back to it

What more is there to explore?

We propose:

- ▶ building capacity in our equality rep network
- ▶ training equality reps to grow their confidence in providing local learning input on these topics
- ▶ growing the equality rep network
- ▶ changing time - weekend seminar style training and networking event with focus on equality matters

BREAK

Translating Equalities into union practice

- ▶ How might your equalities passion manifest within the workplace?
- ▶ What might that look like?

Individual Action Plans

- ▶ By yourself:
- ▶ What could you do to advocate for change? What tangible first steps or actions could you take?
- ▶ What are your fears? Staying in the realm of emotion
- ▶ What are the barriers/challenges to making change?

Final reflections and next steps

- ▶ How will you support yourself in this work?
- ▶ What support do you need from others?