

Factsheet



BUILDING AWARENESS ON SOCIAL INEQUALITIES

10 Steps

AN INTRODUCTION

Social inequalities exist all around us, from gender pay gaps to racial discrimination, and it's our responsibility to become more aware and make positive changes in the world – starting in our workplaces.

Here's an easy-to-follow guide on how YOU can build awareness around these issues and bring that knowledge into the office to create more inclusive environments.



HOW THIS AWARENESS HELPS AT WORK

- **Foster Team Unity:** Understanding social inequalities can help you build stronger, more cohesive teams where everyone feels respected and valued.
- **Boost Creativity:** A diverse team brings diverse ideas. Understanding and embracing differences can lead to better, more innovative solutions.
- **Improve Leadership:** Whether you're a manager or team member, being aware of inequality means you'll make fairer, more informed decisions.
- **Attract and Retain Talent:** Companies that value inclusivity are attractive to top talent. If you show you care about diversity, more people will want to work with you!
- It all starts with small steps, so take the leap and begin your journey today. You've got the power to make meaningful change – both within yourself and your workplace.

10 STEPS TOWARDS GREATER AWARENESS

1. Start with a Little Self-Education

Learning is the first step. Google's your best friend here - read up on topics like gender equality, racism, ableism, and other inequalities.

There are loads of documentaries, articles, and podcasts out there, so make it part of your daily routine; think of it as a mini-education boost.

2. Diversify Your Media Intake

Switch up your social media, books, and TV shows by engaging with content from underrepresented groups.

Follow influencers, authors, and creators who share experiences different from yours. It's like opening a window to a new perspective - simple yet eye-opening!

3. Ask Questions, Don't Assume

Curiosity is key. If you don't understand something about inequality, don't be afraid to ask (respectfully, of course).

Whether chatting with colleagues or seeking expert guidance, questions open doors to deeper understanding.

4. Listen Actively

We all like talking, but when was the last time you truly listened? Tune in when someone is sharing their experience of inequality - especially in the workplace. Let them know you're really hearing them, sometimes, that's the most powerful support you can give.

5. Challenge Stereotypes

If you catch yourself making snap judgments about someone based on their gender, race, or background - stop and question it.

Recognising your own biases is hard but essential. And once you start, you'll be amazed at how quickly your thinking can change!



6. Speak Up

Don't stay silent when you see inequality at work – whether it's a joke that crosses the line or someone being overlooked.

Speaking up shows you're committed to change, even if it's uncomfortable at first; every small action counts.

7. Promote Inclusive Practices at Work

Encourage more inclusivity in your workplace and use your voice to suggest ideas like flexible hours for working parents, more diverse hiring practices, or even forming an equality committee.

Being proactive in making your workspace fairer helps everyone thrive.

8. Support Allies and Marginalised Voices

Being an ally isn't just about talking – it's about taking action.

Whether you're championing a colleague who's speaking out or attending workshops on diversity, show your commitment through consistent support.

9. Be Aware of Privilege – and Use It for Good

We all have privileges, whether it's race, class, or education. Being aware of yours isn't about guilt; it's about recognising your power to help others.

Once you understand it, you can use it to advocate for those with less privilege.

10. Reflect and Keep Learning

Building awareness is an ongoing journey, so take time to reflect on your actions and learnings regularly and be patient with yourself.

Reflect on things like:

- What are you doing well?
- What could you do better?

Every day is a new opportunity to grow and help others.

