

MANDATORY TRAINING MANUAL 01

Equality, Diversity and Inclusion

In this session you will



Understand the key
principles and
expectations related to
equality, diversity, and
inclusion



ICE-BREAKER ACTIVITY



**Think about a value
and share why you
resonate most with
them.**

Empathy, Loyalty, Respect ...



Focus on:



Personal Experiences: Think of a time when this value was important to you. How did it shape your actions or decisions?



Impact on Others: Consider how practicing this value can positively affect the people around you. What changes can you inspire in your community?



Challenges and Growth: Reflect on any obstacles you face in upholding this value. How can you overcome these challenges to grow personally?



The background is a solid teal color. It features several large, abstract geometric shapes: a white circle on the left, a blue and white shape in the top right, and an orange shape in the bottom left. The text is centered on the teal background.

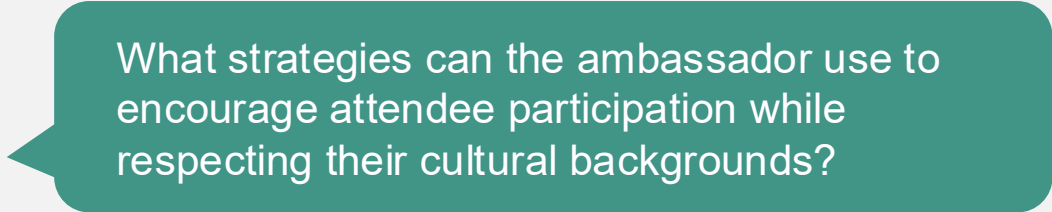
Case Scenario

EQUALITY, DIVERSITY AND INCLUSION

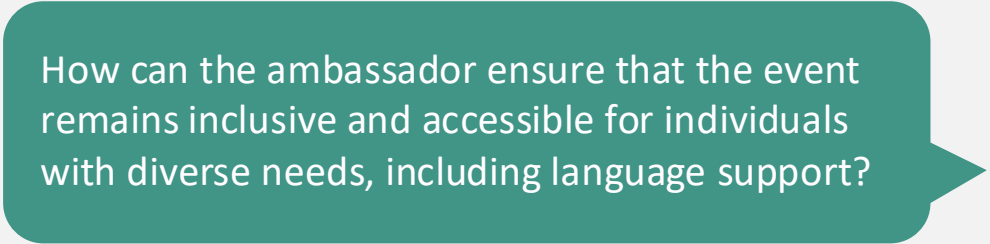


During a community outreach event, an ambassador notices that **a group of attendees is not fully participating in the discussions.**

They seem **hesitant to engage**, primarily due to language barriers and cultural differences. The ambassador decides to approach them.



What strategies can the ambassador use to encourage attendee participation while respecting their cultural backgrounds?



How can the ambassador ensure that the event remains inclusive and accessible for individuals with diverse needs, including language support?



1

Engage Warmly:

Start by approaching the hesitant group with a warm smile, introducing yourself, and expressing your interest in hearing their thoughts. Use simple language and invite them to share their experiences.



2

Inclusive Communication:

Assess if there are attendees who can act as informal translators or have bilingual volunteers available to assist in communication, ensuring everyone understands and feels included in the discussion.



3

Interactive Collaboration:

Organise engaging activities (like group discussions or brainstorming sessions) that allow attendees to collaborate on specific topics, ensuring everyone has the opportunity to express their views in a less formal setting.





After your initial interactions, seek feedback from attendees on their experience and use that input to make any adjustments to the event.

Demonstrate your appreciation for their opinions and your willingness to implement changes to enhance inclusivity.

Key Takeaways

1

Empathy, simple help with language, and smaller groups make it easier for everyone to join in.

2

Warm connections, clear support, and relaxed group moments help everyone speak up.

3

Kind greetings, language help, and fun small-group activities open space for honest voices.



Here are some useful video links to support you further



[Social Inequalities Explained in a \\$100 Race](#)



[Equality, Diversity & Inclusion](#)



[Don't Put People in Boxes](#)

We encourage you to explore these resources.

YOU HAVE REACHED THE END OF

MANDATORY TRAINING MANUAL 01

Equality, Diversity and Inclusion