**Personal Reflections on Diversity, Inclusion, Power and Privilege**

As we commence the work of developing our Action Learning facilitation skills, we’d like to keep our questions about diversity and inclusion to the forefront. This means staying in dialogue throughout the programme - with particularly focus on our supervision sessions - rather than attempting to tackle it discretely.

During the ALS programme, you’ll be invited to work and engage with different groupings - a peer supervision group, the whole cohort (or ‘facilitator community’), your GMTS learning set, and a ‘buddy’ whom you’ll provide a reciprocal support-role to. Inevitably, in each of these groupings, you’ll be negotiating issues relating to diversity, inclusion, power and privilege.

Accordingly, here are some questions to help you to prepare for this work. Please take some time to reflect and record your thoughts, paying particular attention to your immediate emotional responses to the questions themselves:

1. What do I value, love - even celebrate - about my identity and diversity?
2. What does my name mean or represent to me?
3. What stories do I tell myself about *me* *and my place in society*, and how do these stories ‘show up’ to others
4. Either recall or imagine a situation in which you are different in some noticeable aspect from everyone else around you. How are you different? How does it feel to be different? How are you treated by others? How would you like to be treated? What are the advantages of being different from the majority of people around you? What are the disadvantages?
5. What kinds of situations (places, people, activities) tend to make me feel *most* and *least* powerful? What differences might other people observe/ experience between the *most powerful* and *least powerful* versions of you?
6. Can you identify a pejorative bias or prejudice that you have, which you avoid speaking about, in regard to a particular group or community?
7. Describe your lived-experience of structural inequality? *\*this could be a direct encounter, or witnessing another’s struggle*
8. What are you most proud of about your current work around issues of power and inclusion?

**Recommended resources**

The following list is by no means comprehensive. Indeed, we welcome suggestions from you of articles, videos, podcasts, etc, that you’ve found helpful along these lines.

Please work your way through the list of resources at your own pace and according to your own needs. You won’t be tested on any of the content, but there is an expectation that you’ll have an awareness of the issues presented in the material listed prior to engaging with your learning sets.

**The Invisible Backpack of Able-Bodied Privilege Checklist**

<https://melissagraham.ca/2009/10/12/the-invisible-backpack-of-able-bodied-privilege-checklist/>

**The Danger of a Single Story**

<https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story>

**The difference between being “not racist” and antiracist**

<https://www.ted.com/talks/ibram_x_kendi_the_difference_between_being_not_racist_and_antiracist?language=en>

**Implicit Association Tests: Age, Sexuality, Skin-tone, Weight, Gender, Countries, Race**

<https://implicit.harvard.edu/implicit/canada/takeatest.html>

**Why stereotypes are bad even when they're ‘good'**

<https://www.theguardian.com/commentisfree/oliver-burkemans-blog/2012/dec/12/stereotypes-bad-even-when-good>

**'Don't call me BAME': Why some people are rejecting the term**

<https://www.bbc.co.uk/news/uk-53194376>

**Why Talk About Whiteness?**

<https://www.tolerance.org/magazine/summer-2016/why-talk-about-whiteness>