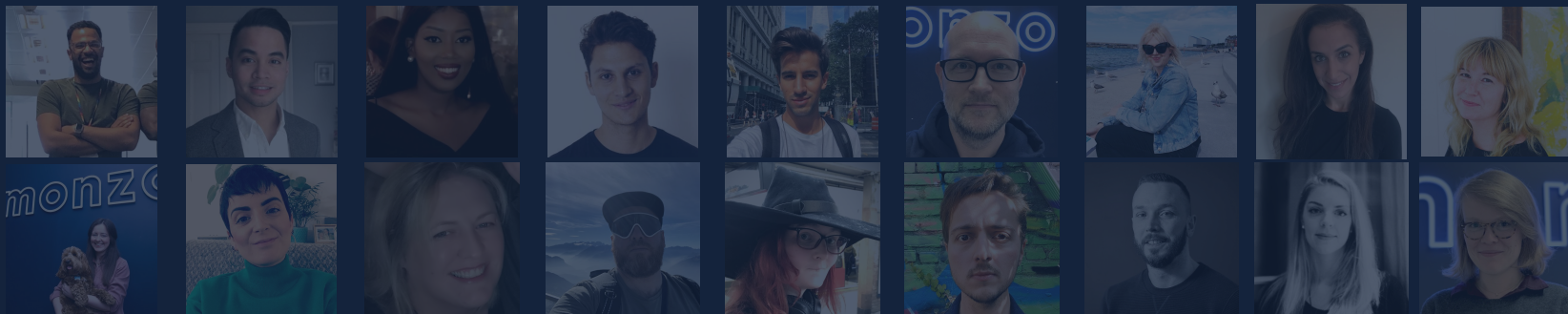


**monzo**

**Diversity &  
Inclusion**

**Making Monzo  
work for everyone**





**Sheree Atcheson**

Head of Diversity and Inclusion

@sheree on Slack / @nirushika on Twitter



Our mission

# ***Making Monzo work for everyone***

***We create an equitable high-performing workplace which  
provides the support needed for people from all  
backgrounds to thrive here.***

# What are we doing?



**Reporting...**



**Listening...**



**Strategising...**



**Reviewing...**



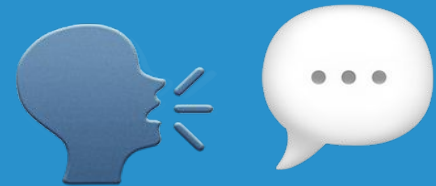
**Learning...**

**What does embracing  
diversity mean to you?**

---

**What does fostering  
environments of inclusion  
mean to you?**

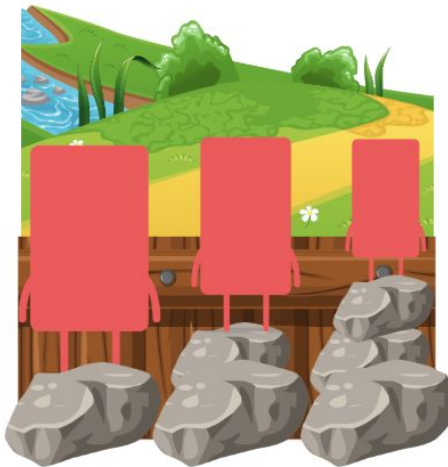
**Share your  
thoughts  
your group  
or in the  
Hangout  
Chat**



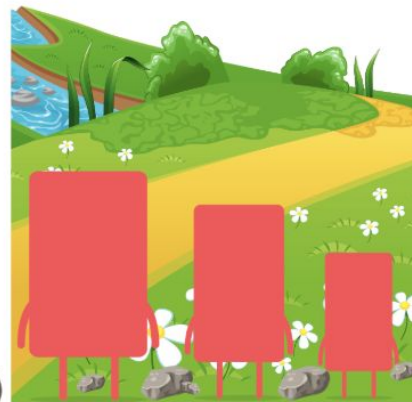
# Equality vs Equity



In this first image, it's assumed everyone benefits from the same support - **they're being treated equally.**




If we give different support based on our people's needs, it's possible for them all to have an equal view - **they're being treated equitably.**



Everyone can see the view because the inequality has been completely erased. **There is no longer a systematic barrier.**

# What is privilege?



 **privilege**  
/'prɪvɪlɪdʒ/

*noun*

a special right, advantage, or immunity granted or available only to a particular person or group.  
"education is a right, not a privilege"

**Similar:** advantage right benefit prerogative entitlement birthright ⌵

*verb* **FORMAL**

grant a privilege or privileges to.  
"English inheritance law privileged the eldest son"

**We can define privilege as a set of unearned benefits given to people who fit into a specific social group.**

# Privilege walk

Start at 0 and add/minus depending on answers (if on dial in!)

Please go to the link in Hangouts Chat

If uncomfortable answering something, that's ok.  
Just think about it in your head and don't move.

Trigger warning : There are questions about sexual harassment.



1. If you're white, step forward.
2. If you're a person of color, step back.
3. If you're a man, step forward.
4. If you didn't step forward for the previous question, step back.
5. If you identify with the gender you were assigned at birth, step forward.
6. If you didn't step forward for the previous question, step back.
7. If you are heterosexual, step forward.
8. If you didn't step forward for the previous question, step back.
9. If you are under 40, step forward.
10. If you're a member of one or more other underrepresented groups, take a step back for each one.
11. If you have visible or invisible disabilities, step back.
12. If you ever been unable to attend a meeting or event space because a lift was out of order or there was no appropriate access, step back
13. If you ever had to ask for a seat on public transport, step back
14. If you ever had to turn on an accessibility feature on your phone in order to use an app, step back
15. If you have a university degree, step forward.
16. If you attended an elite university, step forward.
17. If you owe student loans, step back.
18. If you are now financially able to take unpaid leave, step forward.
19. If you have always been financially able to take unpaid leave, step forward.
20. If you did not step forward for the previous question, step back.
21. If English is your first language, step forward.
22. If your location has a regional language typically used and you do not speak it fluently/comfortably, step back.
23. If you have a different accent from the majority where you work, step back.
24. If you are from an area outside the main city in your country, with a different regional accent, step back.
25. If your company is sponsoring your work visa, step back.
26. If you have a name which is expected in the country where you work, step forward.

27. If your name is regularly spelled incorrectly or mispronounced, step back.
28. If you are regularly mistaken as someone else of the same ethnicity, step back.
29. If you did not step back for the previous question, step forward.
30. If you have ever felt passed over for a job based on your gender, ethnicity, age or sexual orientation, step back.
31. If you can speak openly about your significant other(s), step forward.
32. If you are the primary caregiver for someone, step back.
33. If you've felt excluded from key social or networking opportunities because of your gender, ethnicity, age or sexual orientation, step back.
34. If you have been asked to do menial office tasks that colleagues of another gender are not asked to do, step back.
35. If someone else has assumed you were a lower seniority level than you are, step back.
36. If you feel you can actively and effectively contribute to meetings you attend, step forward.
37. If you've been regularly interrupted or ignored in meetings when others are not, step back
38. If your manager avoids eye contact when speaking to you, step back
39. If you are comfortable making eye contact in meetings, step forward
40. If you have recently received feedback about a technical skill you need to learn, step forward.
41. If you've been told to wait your turn for a promotion or plum project assignment behind an equally qualified peer, step back.
42. If you can talk about politically-oriented extra-curricular activities without fear of judgment from colleagues, step forward.
43. If you've been removed from a project because a client was concerned about your gender, ethnicity, age or sexual orientation, step back.

44. If you have a partner who takes on a large share of household and family responsibilities, step forward.
45. If you are the first in your family to attend university, step back.
46. If you were on free school meals at school (or equivalent), step back.
47. If you are from a lower socio-economic background, step back.
48. If you've been called a "diversity hire," step back.
49. If you've been mistaken as a member the catering staff at an event, step back.
50. If you've met someone at a technical meetup who assumed you must be the partner of someone technical, or that you work in a non-technical role, step back.
51. If you have received an unwanted sexual advance at work, step back.
52. If you've been harassed at work and changed teams or companies because of it, step back.
53. If you have felt unsafe at work or at a professional event, step back.
54. If you are concerned about losing your job because of your financial situation, step back.
55. If you haven't been able to join in out-of-office lunches or after-work social activities because of the cost, step back.
56. If you are financially supporting a parent, grandparent, or sibling, step back.
57. If you have felt unsafe leaving work late at night, or going home after an evening event, step back.

**If comfortable, share  
your number in the  
Hangout chat...**

**Mine is -11**

**Fill in the square of  
your final score.**

**Now, have a look at  
the spread of  
numbers in the  
sheet...**

**Any thoughts?**

**How do you feel?**

**Any thoughts on the activity?**

**Who is surprised by where they  
landed?**

**Did you come to any new  
realisations?**

# How can we all be better allies?



- ✓ **Call out** behaviour - remember intent may be different to impact
- ✓ **Support** growth of **fellow Monzonauts**
- ✓ **Join** our **#diversity-and-inclusion, #allies and #weekly-inclusion-updates (to follow along if you like) channel**
- ✓ **Use inclusive language**
- ✓ **Recognise privilege and understand microaggressions**
- ✓ Check out our [Diversity and Inclusion Handbook](#) for useful tools, activities and more!



**Think. Speak. Action.**



**Please fill out our D&I  
Employee data form!**

**Any questions?**