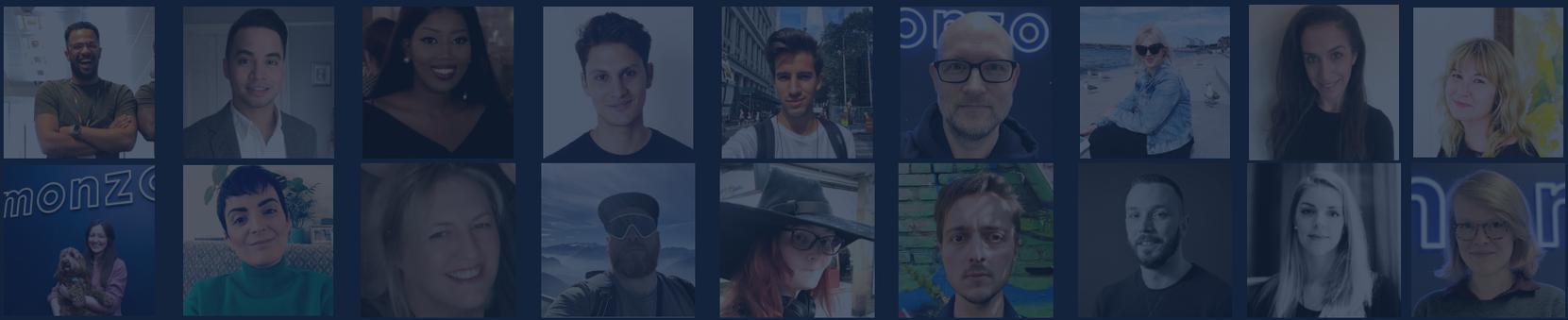




monzo

**Diversity &
Inclusion**

**Privilege
Awareness Training**





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Why are you here?

At start of 2020, we ran a cultural awareness survey to get a deeper understanding of inclusion across Monzo



We found that Monzo staff believed leadership ...



genuinely care & advocate for embracing diversity & fostering environments of inclusion

64% Agree
23% Neutral
19% Disagree



are adequately trained to be inclusive leaders

30% Agree
33% Neutral
37% Disagree



You are role models



You are the decision
makers



We want to be
inclusive by default

What's happening?

More than half of women in tech leave the industry by the mid-point of their career, which is more than **double the rate** of men

77% of White people were employed, compared with **65%** of people from all other ethnic groups combined.

The difference in employment rates between the White ethnic group and all other ethnic groups combined went down from **16%** in 2004 to **12%** in 2018

The turnover rate for women in tech industry is **41%**, compared to just **17%** for men.

The difference in median household incomes between White and Black Americans has grown from about **\$23,800 in 1970** to roughly **\$33,000 in 2018** (as measured in 2018 dollars).

Median black household income was **61%** of median white household income in 2018, up modestly from **56% in 1970** – but down slightly from **63% in 2007**, before the Great Recession.

Stonewall indicate that **35%** of **LGBT+ employees** throughout organisations in the UK, **hide** that they are LGBT+ in the workplace for **fear of discrimination**.

Students from **higher socio-economic groups** are on the whole **more comfortable** with **all stages** of **recruitment** process.

Students from **lower socio-economic** backgrounds are **more likely** to **drop out** after live **video** interviews.

Only **1 out of 5** U.S. companies offer **paid family leave** for **LGBT** employees

Students from **higher socio-economic groups** are on the whole **more comfortable** with **all stages** of **recruitment** process.

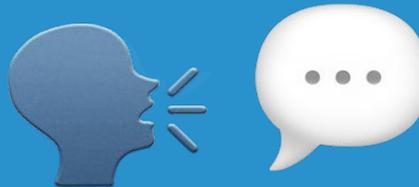
Students from **lower socio-economic** backgrounds are **more likely** to **drop out** after live **video** interviews.

Unconscious bias



How do you challenge bias?

Share 1-2 actionable examples in the Google Chat and we'll regroup back in a few minutes.





**What if we get it
right?**



When employees “think their organisation is committed to and supportive of diversity, and they feel included”, innovation revenue increases by **83%**

An inclusive organisation is **2x** as likely to exceed financial targets, **3x** as likely to be high-performing, **6x** more likely to be agile and innovative, and **8x** more likely to achieve better business outcomes

Companies in the top quartile for gender diversity - **15%** more likely to outperform competitors. Those in the top quartile for ethnic diversity - **35%** more likely to outperform competitors

**How do we get it
right?**

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.***

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

/ˈprɪvɪlɪdʒ/

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.

**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?**



**What should you
consider as a leader?**



Allyship is:

- a **lifelong process** of building relationships based on **trust, consistency**, and **accountability** with marginalised individuals and/or groups of people.
- **not self-defined**—work and efforts must be recognized by those you are seeking to ally with.
- an opportunity to **grow and learn about ourselves**, whilst building confidence in others.

How can we all be better allies?



- ✓ **Remember** how **privilege** manifests itself.
- ✓ **Listen and listen hard.** Be prepared to be wrong. Don't get defensive.
- ✓ **Call out inappropriate behaviour,** respectfully - both amongst peers and yourself.
- ✓ **Challenge bias** and recognise your own. Understand the impact of microaggressions.
- ✓ **Different doesn't mean wrong.**
- ✓ **Don't stereotype** people in discussions or use words flippantly. Be considered.

Any questions?

#weekly-inclusion-updates

**Check out our Diversity and Inclusion Handbook
for useful tools, activities and more!**