

Over A Brew

Roundtable discussions

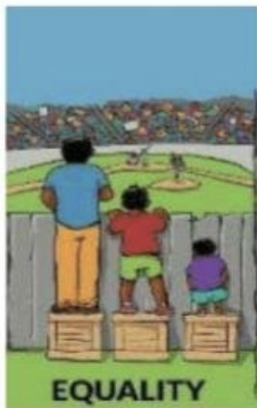
15th October 2024

Equality, Equity, Diversity and Inclusion

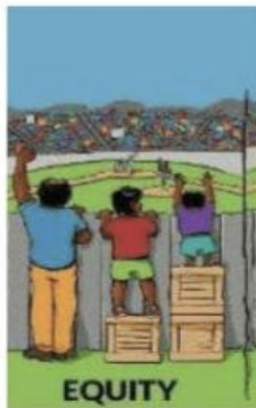


A new way of thinking about EDI

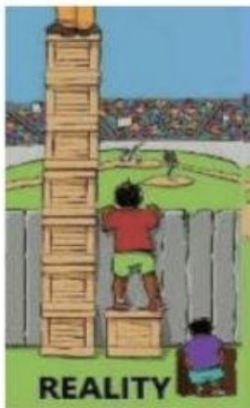
EQUALITY, EQUITY, REALITY, LIBERATION



The assumption is that **everyone benefits from the same supports**. This is equal treatment.



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.



Some get **more than is needed**, while others get **less than is needed**. In reality, there is a huge disparity.



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

EQUITY MAY FEEL LIKE OPPRESSION TO THOSE WITH PRIVILEGE

Source: Agents of Good, based on a graphic originally created by Craig Froehle

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In a space where voices intertwine, A sanctuary where hearts align,
We gather here, from far and near, To share our stories, free of fear.

Though different paths our lives have paved, In this haven, all is saved.
Each tale a thread in the tapestry, We weave a quilt of unity.

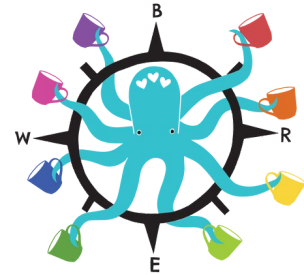
Our ways of being, unique and bright, Illuminate this space with light.
Though we may not always see, The same horizons, we agree.

To listen deeply, to hold and care, In every word, we're truly there.
Understanding may not always come, Yet respect's beat on every drum.

In professional, in personal stride, We walk together, side by side.
A held space, where all belong, In harmony, we sing our song.

With open hearts and open minds, In each other's stories, we find,
The beauty of diverse design, In this sacred, shared shrine.

So let us gather, let us be, A testament to unity.
For in this space, we've come to see, The strength in our diversity.



The OAB Crew talk EDI...

The video played in the session can be found on the Over A Brew Web Page:

<https://adasseast.org.uk/co-production/over-a-brew-virtual-coffee-sessions>

What do the stories make you **Feel** or **Experience**.

What are the **key themes** in these Stories?

What **do you relate to you?**
(personally or professionally)

INFUSED WITH THE CAMERADOS PRINCIPLES

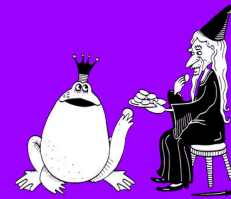
**MIX WITH PEOPLE WHO
ARE NOT LIKE YOU**



**ASK SOMEONE WHO IS
STRUGGLING TO HELP YOU**



**NO FIXING - JUST BE
ALONGSIDE ONE ANOTHER**



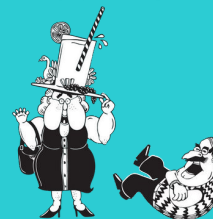
**IT'S OK TO DISAGREE
RESPECTFULLY**



**IT'S OKAY TO BE A BIT
RUBBISH SOMETIMES**



**TO BE SILLY IS TO
BE HUMAN**





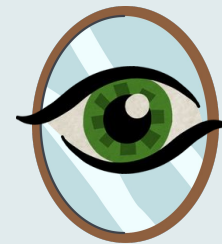
Guide

**Grab a
brew**



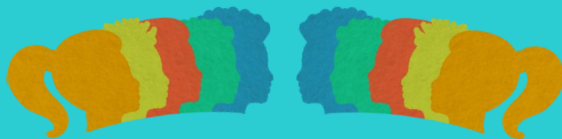
Once you have your brew, ask
someone to be the timer

Reflect



Each person has time to think
about the questions for ONE
minute

Have your say



Each take it in turns to say
your response
(THREE mins each)



Use the rest of the time to
reflect on what's been said
(no fixing)

Still got some time?



Talk about:

What's not been said?
What are your lasting thoughts?

Over a Brew Time



- Time in small groups of 3-4 people
- Nominate someone with a timer
- 2 minutes to listen to each other

After everyone has had their time then reflect openly

To be alongside one another and listen and reflect.

Prompt questions:

What is one unique quality or talent you have?

What does EDI mean to you?

How can we make our Co-production more Inclusive for everyone

What is the difference between equality and equity?

The Value of Co-production...

Link to the Value of Coproduction Video:

<https://communityreporter.net/story/coproduction-week-2024-value-coproduction-2024-07>

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**CURATORS
OF CHANGE**

directors of
adass
adult social services
eastern region

connecting innovating improving

