

Diversity and Inclusion Training Resource Sheet

SCENARIOS – WHAT COULD YOU DO?

You are at an evening event where a member is speaking very intimately to another member who looks very uncomfortable.

What can you do?

SUGGESTIONS

- Don't assume that what you are seeing is what you think – perhaps the member looks uncomfortable to you, but is actually just reacting to something private they are being told – but check in to be sure, either then or later on.
- Interrupt (politely) – at WAY events, people mix all the time so it should be easy to either join a conversation or find a reason to distract.
- Speak to the member at an appropriate time and explain you felt they were looking uncomfortable and ask if there's anything you can do to help.

**An online post in a
WAY subgroup
contains some
outdated words
about race.**

What can you do?

SUGGESTIONS

- Report the post/comment to the subgroup admins – unacceptable/outdated phrases about any marginalised groups are not tolerated by the Facebook or Website charter and the post/comment can be removed by admins.
- Use it as an opportunity to politely challenge and educate – depending on the phrasing and the context it may appear accidental rather than intending to upset, so perhaps a gentle reminder to not use those phrases/words but use ‘these’ instead would be better.
- Take a screenshot of the post or comment (especially if you feel it has been used to deliberately offend) and send to enquiries@widowedandyoung.org.uk where a member of staff will be able to help.

**At a WAY meal,
you overhear**

widowedandyoung.org.uk

Registered Charity No: 1164988

enquiries@widowedandyoung.org.uk



SUGGESTIONS

- Let the woman know what is being said about them – they may be comfortable with everybody knowing and had given permission for the member to tell others – it may also be untrue.
- Politely challenge the member, asking if the woman is ok with personal information being shared.
- If the person is bisexual but has not given permission, remind those involved that it is not ok to 'out' somebody.
- Remind those involved that WAY is an inclusive organisation and all members should be treated respectfully and their personal information not shared without explicit consent.
- Check-in with the member being talked about and make sure they're ok.

Please note:

WAY has a membership policy which every WAY member has agreed to. Within this there is a code of conduct. If a member breaks this, it can be reported to enquiries@widowedandyoung.org.uk by the member directly affected by another members behaviour. WAY's GDPR rules will not allow staff to discuss another member's situation.

