

Equality, Diversity and Inclusion mainstreaming

Peter Blagdon

TESOL Spain 4th March 2017

Only teaching a foreign language?

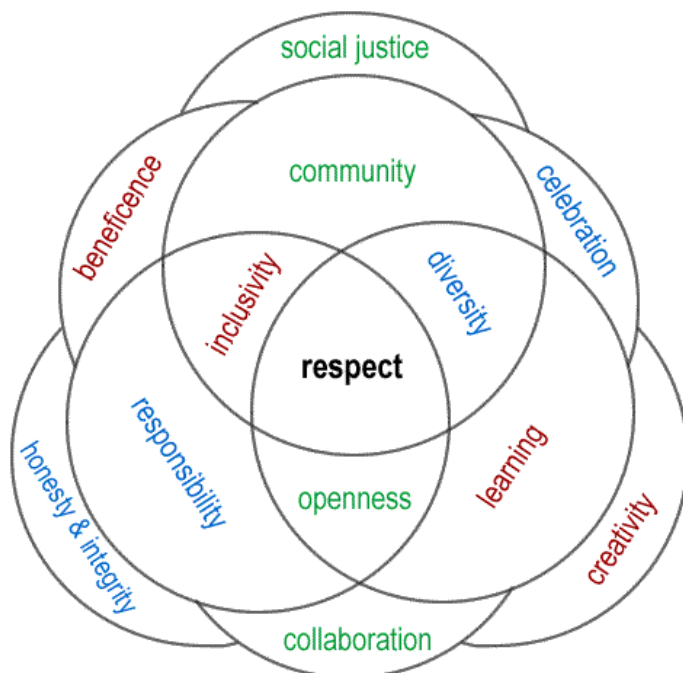
'The general aim of foreign language education goes beyond the acquisition of linguistic, non-linguistic, cultural, etc., information and knowledge towards a fundamental transformation of the participants' actions and thoughts at a personal and social level.'

Chen (2005) (from Porto, 2010 p46)

A 'community of respect'

'Constructing a multicultural classroom and teaching for diversity requires a safe space for students to take risks,.....[in a] "Community of Respect," which recognizes the importance of giving all voices the chances to be heard in an atmosphere of understanding and cooperation (Covert, 2000, p.2)' (Holtzman, 2009, p31)

Further to this 'Curricula should contain not only statements and examples from different perspectives and involved parties, but should have room for students' productions. The assumption is that material from different sources will help provide opportunities for students to discuss their differing points of view within a 'community of respect'.' (Holtzman, 2009, p31)



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● 2 pronged approach

● **Implicit**

● Using materials which 'contain diversity' to teach language, skills, communication.

● **Explicit**

● Using materials which are more focused on the topic/content in order to stimulate deeper consideration of the issues faced and for people to share their opinions.

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● Implicit ideas

More focus on teaching of **language/skills** than topics

● **Work/disability**

● **Businesses bucking the trend in recruitment of those with learning disabilities**

Major employers including McDonald's, Sainsbury's, South West Trains and Enterprise Rent-a-Car have been involved (1) _____ the scheme from charity Mencap to help those with learning disabilities gain employment.

South West Trains hired eight people with learning disabilities in cleaning roles (2) _____ last year's placements. Now the company is trialling six more Mencap candidates as gateline assistants, checking tickets and making sure barriers are working at London stations.

"I felt we were missing talent opportunities," explains Kelly Barlow, human resources director at South West Trains. "We were happy (3) _____ put the initial work in with the trainees and give them the skills, and what we got in return were great people with great attitudes. We saw their positive attitude to work became infectious in the team (4) _____ them."

A learning disability can be mild or more severe, but affects someone (5) _____ their whole life. It's not a mental illness (6) _____ physical condition that will change over time, so employers need to allow for the extra time someone with a learning disability requires to learn a new task.

"It's just about some initial adjustment," says Capper. "But we always stress to companies that there are genuine benefits, too. If people are unhappy doing jobs that can be quite repetitive, then someone with a learning disability, someone who wants to feel part (7) _____ something bigger, is often very happy to take (8) _____ those jobs. Also, adjusting hiring practices to be more inclusive can often help businesses understand their disabled customer base better."

<http://www.theguardian.com/sustainable-business/2015/nov/10/companies-fear-employing-people-learning-disabilities-survey-reveals-mencap-ian-duncan-smith>

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My favourite day/time – Diwali

BRITISH COUNCIL LearnEnglish Kids

My Favourite Day 'Diwali'

1. Match them up!
Draw a line to match the picture and the word.

card games barfi fireworks diya

2. Make it right!
Find the mistake, underline it and write the correct word.

a. Diwali means the festival of dark. light

b. Hindus celebrate for five days during November and December. _____

c. We play board games and dress up in special clothes. _____

d. We give colourful chocolate sweets to our family and friends. _____

e. We light decorated lanterns and clay lamps called diyas. _____

f. People put diyas in their windows and on their cars. _____

g. You can see beautiful dancing too! _____

www.britishcouncil.org/learnenglishkids
© The British Council, 2012. The United Kingdom's international organisation for educational opportunities and cultural relations. We are registered in England as a charity.

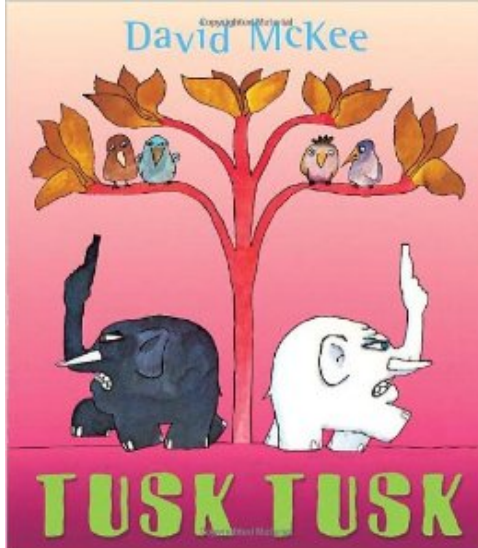
Students can then share their own favourite days and why they like them with a mingle activity. Can

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work on contractions of 'What's' in pronunciation and sentence stress of key words. Good for ordinal numbers revision and could do with time as well i.e. favourite time of day.

TUSK TUSK – past simple, regular and irregular, adjectives of appearance



Intro to innovations/technology

1Why is Sharina Jones in a wheelchair?

1What subjects do you study in a STEM class?

1What are the 2 biggest priorities for the design of the device?

1Complete the sentence from Alden

"It was _____ seeing the design on her wheelchair"

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1 What does the reporter say Sharina never wanted to do?

Links to other materials for festivals/days around the world

<http://learnenglishkids.britishcouncil.org/en/short-stories/the-lantern-ramadan-story>

<http://learnenglishkids.britishcouncil.org/en/songs/ramadan-chant>

<http://learnenglishkids.britishcouncil.org/en/short-stories/my-favourite-day-diwali>

<http://learnenglishkids.britishcouncil.org/en/short-stories/my-favourite-day-chinese-new-year>

<http://learnenglishkids.britishcouncil.org/en/word-games/word-quiz/festivals-around-the-world>

<http://learnenglishteens.britishcouncil.org/uk-now/read-uk/diwali>

Explicit ideas

- focus more on **topics** but also allows opportunity to teach. For example

"Language for opinions

"Interaction – initiating and reacting

"Appropriate language

"Justifying your point of view

Also

"Real world topics

"Debates becoming more common

"Challenge of discussing complicated issues

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Does your pop group have the Diversity Factor ?

Your task is to create a pop group to enter the Diversity Factor.

Your group should celebrate all the great things about diversity, and appeal to our diverse population.

To take part in the audition, you need to create the following:

€ **Pop group name**

€ **Pop group members (think about a diverse range of people)**

€ **Statement that sums up why your pop group has the Diversity Factor**

€ **Some sample song names, lyrics and / or dance moves**

Tick each box when you have completed each task.

Judging

When you play judge, record two ticks (positive points), and one target (area for development) below.

✓ **Tick**

✓ **Tick**

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? Target

Adapted from <https://www.equalityhumanrights.com/en/secondary-education-resources/lesson-plan-ideas/lesson-4-diversity>

Homework/Extension

<http://learnenglishteens.britishcouncil.org/uk-now/video-uk/multicultural-britain>

Gender

TED Talk: Ending Gender by Scott Turner Schofield

<https://www.youtube.com/watch?v=TWubtUnSfA0>

The screenshot shows a presentation slide with a light blue background. At the top, there are three columns: 'Sex', 'Gender', and 'Sexuality'. Below these columns is a table with the following content:

Sex	Gender	Sexuality
Male	Performance	Attraction
Female	Perception	Behaviour
Intersex	Identity	Gay
Transsexual	Cultural	Lesbian
XX	Social	Bisexual
XY	Cisgender	Asexual
Hormones	Transgender	
Reproductive organs	Woman	
	Man	

Below the table, there are three numbered discussion questions:

1. Does Scott say sex, gender and sexuality are easy to define? Why/why not?
2. What does Scott say Trans* means?
3. Why does Scott say it's important to give words for people describe themselves?

At the bottom of the slide, it says: "Replay from 5.00 on video for Q2 and 3 if needed".

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Discussion questions

Do you think it's important that people have words they feel comfortable with to describe themselves?
Why/why not?

How could making changes to passports or birth certificates help transgender or intersex people?

Jigsaw readings

Australian passports to have third gender option

X category aims to counter discrimination against intersex people, while transgender people can pick male or female

Staff and agencies

Thursday 15 September 2011 13.07 BST Last modified on Tuesday 20 May 2014 18.01 BST

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Australian passports will now have three gender options male, female and indeterminate under new guidelines to remove discrimination against transgender and intersex people, the government said Thursday.

Intersex people, those born with reproductive or sexual anatomy that does not fit the typical definitions of female or male, will be able to list their gender on passports as X.

[Transgender](#) people, whose perception of their own sex is at odds with their birth gender, will be able to pick whether they are male or female if their choice is supported by a doctor's statement.

Previously, gender was a choice of only male or female, and people were not allowed to change their gender on their passport without having had a sex-change operation. The US dropped the surgery prerequisite for transgender people's passports last year.

Australian senator Louise Pratt, whose partner was born female and is now identified as a man, said the reform was a major improvement for travellers who face questioning and detention at airports because their appearance does not match their gender status.

"X is really quite important because there are people who are indeed genetically ambiguous and were probably arbitrarily assigned as one sex or the other at birth," Pratt said. "It's a really important recognition of people's human rights that if they choose to have their sex as 'indeterminate', that they can."

Australia's foreign minister, Kevin Rudd, said the new guidelines removed discrimination on the grounds of gender identity and sexual orientation.

"This amendment makes life easier and significantly reduces the administrative burden for sex and gender diverse people who want a passport that reflects their gender and physical appearance," he said in a statement.

The attorney-general, Robert McClelland, said while the change would affect few Australians, it was important because it would allow them to travel free of discrimination.

Advertisement

Peter Hyndal, who negotiated with the government on the reforms on behalf of the human rights advocacy group [AGender](#) Agenda, said the new guidelines were in line with more flexible approaches to gender issues in passports issued by the US and Britain.

"It's amazingly positive," Hyndal said. "It's the biggest single piece of law reform related to transgender and intersex issues at a commonwealth level ever in this country mind-blowing."

As many as 4% of people have an intersex condition, but most never become aware of their minor chromosome abnormalities.

Earlier this year, the transgender and eunuch Hijra community in Bangladesh won a fight for third gender category when authorities printed passport application forms with 'other' as an option.

Hijras in neighbouring India have been able to list their gender as E for eunuch on passports since 2005.

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Last week Thai campaigners successfully petitioned courts to allow transgender people to serve in the military after previously being turned away on the grounds that they were suffering from "permanent psychosis".

'Mother,' 'Father' Changing to 'Parent One,' 'Parent Two' on Passport Applications

By [Todd Starnes](#)

Published January 07, 2011

[FoxNews.com](#)

Section of current passport application asking for "father" and "mother" information.

The words "mother" and "father" will be removed from U.S. passport applications and replaced with gender neutral terminology, the State Department says.

"The words in the old form were 'mother' and 'father,'" said Brenda Sprague, deputy assistant Secretary of State for Passport Services. "They are now 'parent one' and 'parent two.'"

A statement on the [State Department](#) website noted: "These improvements are being made to provide a gender neutral description of a child's parents and in recognition of different types of families." The statement didn't note if it was for child applications only.

The State Department said the new passport applications, not yet available to the public, will be available online soon.

Sprague said the decision to remove the traditional parenting names was not an act of political correctness.

"We find that with changes in medical science and reproductive technology that we are confronting situations now that we would not have anticipated 10 or 15 years ago," she said.

Gay rights groups are applauding the decision.

"Changing the term mother and father to the more global term of parent allows many different types of families to be able to go and apply for a passport for their child without feeling like the government doesn't recognize their family," said Jennifer Chrisler, executive director of Family Equality Council.

Her organization lobbied the government for several years to remove the words from passport applications.

"Our government needs to recognize that the family structure is changing," Chrisler said. "The best thing that we can do is support people who are raising kids in loving, stable families."

But some conservative Christians are outraged over the decision.

"Only in the topsy-turvy world of left-wing political correctness could it be considered an 'improvement' for a birth-related document to provide less information about the circumstances of that birth," Family Research Council president Tony Perkins wrote in a

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statement to Fox News Radio. “This is clearly designed to advance the causes of same-sex ‘marriage’ and homosexual parenting without statutory authority, and violates the spirit if not the letter of the Defense of Marriage Act.”

Robert Jeffress, pastor of the First Baptist Church in Dallas, agreed. “It’s part of an overall attempt at political correctness to diminish the distinction between men and women and to somehow suggest you don’t need both a father and a mother to raise a child successfully,” said Jeffress. “(This decision) was made to make homosexual couples feel more comfortable in rearing children.”

Chrisler recounted the day she and her female partner tried to get her twin sons passports.

“Even though my partner was their legal mother, had adopted them after I gave birth to them, she still had to put her name in the father field, and that is both discriminatory and makes us feel like second-class citizens,” she said.

Sprague said she would not use the word discriminatory to describe the old passport form.

“I would prefer to use the word imprecise,” she said. “It just didn’t capture the reality of their situation. Clearly, we want to be sensitive to the feelings of other people, but we are also very conscious of our need to introduce the greatest degree of precision to the process.”

Perkins, meanwhile, accused the State Department of disrespecting the law and called on Congress to “take their oversight rule very seriously and intervene in both these circumstances.”

The new gender-neutral passport application will be rolled out in February.

Germany allows indeterminate gender on birth register

BY ALEXANDRA HUDSON

BERLIN Wed Aug 21, 2013 4:09pm BSTv (Reuters)

Germany will become the first European country to recognise indeterminate sex by allowing babies born with no clear gender-determining anatomy to be put on the birth register without a "male" or "female" classification.

The new regulation, which takes effect from November 1, stems from a study by the German Ethics Council into intersexuality that concluded that the rights of intersex individuals against irreversible medical interventions should be better protected.

"If a child cannot be designated male or female, then they should be entered on the birth register without such a status," the new law states.

According to 2007 government figures, at least 150 intersex babies are born in Germany each year and 8,000 - 10,000 people have "serious variations" from physical gender-defining characteristics.

"A key aim of the new rule is to relieve parents of the pressure of having to decide a sex straight after the child's birth, and thereby agreeing overly hastily to medical procedures to settle the child's sex," a spokesman for the German Interior Ministry said.

Support groups say the number of intersex individuals is far higher than government estimates, and point out the difficulties and subtleties of defining intersexuality physically or hormonally.

The interior ministry spokesman said the change did not amount to the creation of a third gender because the box stipulating male or female is left blank.

Creating a third gender would complicate German laws on marriages and partnerships, which operate on a binary male-female opposition, although the Ethics Council would examine the implications for intersex individuals, he added.

"This is an interesting move but it doesn't go far enough," said Silvan Agius, policy director at the Brussels-based rights group Equality for lesbian, gay, bisexual, trans and intersex people in Europe (ILGA).

"Unnecessary surgeries will likely continue in Germany with devastating consequences... we live in a world where having a baby classified as 'other' is still considered undesirable."

Other campaigners for rights of intersex people raised concern that the "outing" of babies as intersex on official records could lead to discrimination in schools.

A 2012 report from the Ethics Council quoted the case of an individual born in 1965 with no clear gender-defining genitalia but with testicles in their abdomen and male chromosomes.

At the age of 2.5 months the individual was castrated without parental consent, a move which doctors later called a mistake.

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"I'm not a man, nor a woman ... I remain a patchwork, made from doctors, injured and scarred. I have to reinvent myself if I want to continue to live," the individual said.

Australia has allowed citizens to note their gender on a passport as "X" since 2011.

Genderless passports 'under review' in Canada

Tristin Hopper | May 8, 2012 10:32 PM ET

Canadians may soon be able to apply for passports that do not reveal their gender.

"Passport Canada policy in relation to the gender indicated on passports is the subject of a review," reads a briefing note obtained by La Presse newspaper in an Access to Information request.

On Tuesday, Passport Canada spokeswoman Béatrice Fénelon confirmed that "the policy regarding transgender people is still under review."

Although the details of the change are not yet known, Canada may follow the Australian example and allow Canadians to mark their sex as "X" rather than "M" or "F." Or the agency may simply streamline the process for transgendered people to obtain a passport denoting their new sex.

Under current requirements, Canadians can change the sex on their passport only if they provide medical proof of having undergone gender-reassignment surgery. If they are still in transition they can obtain a temporary two-year passport by furnishing medical documents showing the surgery is scheduled for sometime in the next 12 months.

Critics note the policy effectively excludes a minority of transgendered people who identify with a different gender, yet are unwilling or unable to undergo genital surgery.

"As physically transitioning can be an extremely expensive process, including access to surgery and hormones, it can be untenable for many trans and gender diverse individuals," reads a 2011 policy paper on gender-neutral passports by Canadian LGBT advocate Egale Canada.

Intersex people, who are born with ambiguous chromosomes or genitalia, are forced to choose a gender when applying for a passport.

"There are people in transition from one sex to another. In my view I don't see why passports shouldn't reflect reality," said Karen Selick with the Canadian Constitution Foundation.

'There are people in transition from one sex to another. In my view I don't see why passports shouldn't reflect reality'

While the passport issue has long been a nuisance for Canada's transgendered community, it was not until recently that it threatened to become a barrier to travel. Under a series of changes to the Aeronautics Act last July, airlines are not allowed to seat a passenger if "the passenger does not appear to be of the gender indicated on the identification he or she presents."

"I don't know why passports should have gender markers in the first place," said Mercedes Allen, a writer on trans issues based in the Calgary area.

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In September, Australia changed its passport policy to allow citizens to mark their gender as “indeterminate.” Then-minister for foreign affairs Kevin Rudd pegged the change as a way to remove the “administrative burden” on transgendered people.

“While it’s expected this change will only affect a handful of Australians, it’s an important step in removing discrimination for sex and gender diverse people,” he said.

In the wake of the Australian move, a spokeswoman with the U.K.’s Identity and Passport Service said the agency was exploring “the security implications of gender not being displayed in the passport.”

In December 2010, to accommodate same-sex parents the U.S. State Department removed the category for “mother” and “father” on its passport applications, opting instead for “parent 1” and “parent 2.”

Last year, the Bangladeshi Hijra, a long-established community of men living as women, obtained approval from the Bangladeshi government to denote their gender as “other” on passport applications. In neighbouring India, the Hijra have been able to list their gender as “E” for eunuch since 2005.

Transsexual rights took the spotlight in March when Jenna Talackova, a woman born as a male, was denied entry into the Miss Universe Canada pageant for not being a naturally born female. The decision was overturned after a storm of public criticism and a legal challenge.

Discussion questions

Do you think making changes to passports will improve the lives of transgender or intersex people? Why/Why not?

Would you welcome this change on passports in Spain?

Do you think people's attitudes to transgender people have changed recently? How are they different, if at all?

What are some of the day to day difficulties a transgender person may experience?

Is it important that body searches (e.g. at the airport) are done female to female or male to male?

Should sex-education at school contain information about gender identity/sexuality?

Extension/Homework - could be a poster on terminology to help others.

-easy to understand terminology article and a documentary (24mins) about 2 transgender friends who go back to Jamaica to speak to their families about themselves.

<http://www.bbc.co.uk/newsbeat/article/35378275/transgender-terminology-10-phrases-you-need-to-know>

Ethnicity

<https://www.upworthy.com/dante-and-david-apply-for-the-same-job-but-only-one-gets-an-interview-heres-the-rest-of-their-day?c=pop>

Some UK companies are removing job candidates' names from their applications

<http://www.businessinsider.com/uk-name-blind-recruitment-2015-10>

UK Prime Minister David Cameron [announced on Monday](#) that the British government and some top UK firms have agreed to roll out a "name-blind recruitment" strategy, which would remove the names of entry-level job seekers from their job application forms.

1

"If you've got the grades, the skills, and the determination, this government will ensure that you can succeed," Cameron said.

The British Civil Service along with firms including HSBC, Deloitte, BBC, and the UK's National Health Service, which together are responsible for employing around 1.8 million people in the UK, [according to a press release from Cameron's office](#), will participate in the recruitment plan beginning in April.

1

[According to one study](#) cited by The National Bureau of Economic Research, white-sounding names like Emily Walsh and Greg Baker got nearly 50% more callbacks than candidates with black-sounding names like Lakisha Washington and Jamal Jones. Researchers determined that having a white-sounding name is worth as much as eight years of work experience.

1

Job seekers who've tested theories about hidden name bias on their own have found similar results. Last year a man named José dropped the "s" from his first name and applied to the same jobs he would previously never hear back from with the name Joe. He [reported](#) being flooded with emails from prospective employers who wanted to meet with him just a week later.

But countries that have implemented strategies similar to the UK's name-blind recruitment plan have seen [mixed results so far](#). In countries like Germany and Sweden, minority candidates were called back for jobs just as readily as non-minority candidates.

1

While the UK's plan does not include removing indicators of background like address and school, [Deloitte has said](#) it would interview candidates without knowing what school or university they attended.

1

"The introduction of name-blind recruitment processes and school and university-blind interviews will help prevent unconscious bias and ensure that job offers are made on the basis of potential — not ethnicity, gender, or past personal circumstance," [said David Sproul](#), senior partner and CEO of Deloitte.

Missing paragraphs

A. In France, however, call back rates were lower for minority job seekers with anonymous job applications than with standard applications. [The Institute for the Study of Labor suggests](#) this

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could come down to the applications not being entirely anonymous, since applicants' residential neighbourhoods could be deduced from information about schools attended and ethnicity could be inferred from listed language skills

B. In light of recent research that shows [how much your name can affect your success](#), organizers hope the movement could eliminate some of the initial discrimination that job seekers who don't have "white-sounding" names face.

C. While clearly not a universal remedy to combat unconscious bias, participants believe the move is a solid first step.

D. In fact, another [study out of Marquette University](#) suggests that people with common first names are viewed as more likable and more likely to be hired, whereas those with rare names are less likely to be hired.

E. The initiative comes a month after Cameron said it was "disgraceful" that people with "white-sounding names" were twice as likely as others to be shortlisted for jobs.

Comprehension questions

1. What is the strategy proposed?
2. Is it always successful?

Webquest/Homework

What is the 'Rooney rule'?

What are the arguments for and against this rule?

Useful links & resources

Upworthy topical news stories with videos, many positive

<https://www.upworthy.com/>

Equality and Human rights commission

[Primary Equality tool kit](#)

[Secondary resource tool kit](#)

[YouTube channel](#)

<http://www.bbc.co.uk/programmes/p01ky207/clips> In Short - 1/2 minute videos about topical issues

<https://www.tes.com/teaching-resources> - Times Education Supplement – resources for teaching in public school system in the UK – lots of great stuff that can be used as is or adapted.

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