

Section 3: Background Reading to Support the Effective Teaching of Inclusion and Diversity

- Facts and Figures
- Definitions
- Links to other Organisations that could Support the Delivery of Youth Social Action.

Background Reading

This guide section briefly introduces Inclusion and Diversity through definitions, facts, and figures. It should prepare the teacher (adult) with a starting point.

Definition of Inclusion and Diversity:

- What does the word Diversity mean?
- What does the phrase Inclusion mean?

Questions to be explored throughout the theme and learning:

- What is inclusion?
- What is diversity?
- Why should we celebrate diversity and differences?
- How are people united?
- What would happen if the world lacked diversity?

Definition of Diversity



Diversity is any dimension that can differentiate groups and people from one another.

In a nutshell, it's about empowering people by respecting and appreciating what makes them different in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

Definition of Inclusion



Inclusion is the idea that everyone should be able to use the same facilities, participate in the same activities, and enjoy the same experiences, including people who have a disability or other disadvantage.

Human Rights

What are Human Rights, and Why Were They First Introduced?

The traumatic events of the Second World War highlighted/identified a time where human rights are not always universally respected. The extermination of almost 17 million people during the Holocaust, including 6 million Jews, was horrifying. After the war, governments worldwide made a concerted effort to foster international peace and prevent conflict. This resulted in the establishment of the United Nations in June 1945.

In 1948, representatives from the 50 member states of the United Nations came together under the guidance of Eleanor Roosevelt (First Lady of the United States 1933-1945) to devise a list of all the human rights that everybody should enjoy.


On 10 December 1948, the General Assembly of the United Nations announced the Universal Declaration of Human Rights (UDHR) - 30 rights and freedoms that belong to all of us. Seven decades on, the rights they included continue to form the basis for all international human rights laws.

The Convention on the Rights of the Child has 54 articles (parts), and most of these articles list the different rights that children have and different responsibilities that the Government and others have to make sure that children have these rights.



2 All children under 18 should enjoy all the rights set out in the UNCRC **without discrimination**, including those with mental health conditions.

NO DISCRIMINATION




6 Every child and young person should enjoy the **same opportunities to grow and develop** in conditions that don't impact negatively on their mental wellbeing.

LIFE, SURVIVAL AND DEVELOPMENT



19 Every child has **the right to protection from all forms of violence**, including the neglect of their mental health, self-harm and suicide.

PROTECTION FROM VIOLENCE



24 Every child has **the right to the best possible health** and to healthcare services that will help them attain this, including mental health.

HEALTH, WATER, FOOD, ENVIRONMENT

A summary of the 30 articles of the Universal Declaration of Human Rights

1. We are all born free with equal rights	2. We have a right to be free from discrimination	3. We have a right to live in freedom and safety	4. We have a right to be free from slavery	5. We have a right to be free from torture or degrading treatment	6. We have a right to be treated fairly by the law
7. We have a right to equal protection under the law	8. We have a right to seek justice when our rights are	9. We have a right to be free from unfair imprisonment or exile	10. We have a right to fair public hearings	11. We have a right to be considered innocent until proven guilty	12. We have a right to privacy & freedom from attacks against our reputation
13. We have a right to free	14. We have a right to protection in other countries from persecution	15. We have a right to belong to a country	16. We have a right to get married	17. We have a right to own things	18. We have a right to our own thoughts and religion
19. We have a right to think and say what we want	20. We have a right to gather peacefully	21. We have a right to take part in government and elections	22. We have a right to a social safety net	23. We have a right to work and join trade unions	24. We have a right to rest and play
25. We have a right to health, food, clothing, and housing	26. We have a right to education	27. We have a right to enjoy the arts and sciences	28. We have a right to enjoy a free and fair	29. We have a responsibility to our COMMUNITY	30. No one can take away our human rights

For more info:

https://www.amnesty.org.uk/whatarehumanrightsutm_source=google&utm_medium=grant&utm_campaign=AWA_GEN_humanrights&utm_content=30%20human%20rights

PLEASE NOTE: THIS SHORT FILM CONTAINS LANGUAGE THAT MAY CAUSE OFFENCE. TEACHER REVIEW IS RECOMMENDED PRIOR TO USE IN CLASS.

Social Inequalities Explained in a \$100 Race - Please watch to the end. This video is used to provoke discussion and understanding only. The main intent of this video is not to highlight racial differences. The race was used as a metaphor only. It highlights that African Americans still lag behind the national average in income and poverty levels.

Reword - In 2015, according to the United States Census Bureau, the median income of Black (should this be African American) households was \$36,544 in comparison to the national median of \$55,775. In 2015, the percentage of the black population (should it say African American?) below the poverty level was 25.4%, whilst nationally, it was 14.7%.

This video is used to provoke discussion and understanding only.

Inclusion and Diversity Key Areas

Cultural Diversity

Cultural diversity is related to each person's ethnicity, and it's usually the set of norms we get from the society we were raised in or our family's values.

This [video](#) gives definitions and examples of cultural diversity and taking part in the fun Whom am I project. The Who Am I project focuses on discussions on personal identity from a cultural perspective.

Multicultural Britain

The UK allows people from different cultures to live in the UK whilst continuing to practise their own cultural traditions rather than expecting them to adapt to, so-called "British" ways.

Cultural Identities

identification with, or sense of belonging to, a particular group based on various cultural categories, including nationality, ethnicity, race, gender, and religion
Zahra Dadd, 25, from Birmingham, is encouraging people to be proud of their culture.

Racial Diversity

Race diversity means the grouping of the human species based on physical traits..... Examples ofWould it be a European race rather than Caucasian?

The race has to do with a person's grouping based on physical traits (despite the dominant scientific view that race is a social construct and not biologically defined). Examples of races are Caucasian, African, Latino and Asian. Video Embracing Inclusion and Diversity

Diversity and Identity

PLEASE NOTE: THIS SHORT VIDEO CONTAINS LANGUAGE THAT MAY CAUSE OFFENCE. TEACHER REVIEW IS RECOMMENDED PRIOR TO USE IN CLASS.

Age Diversity

Age diversity means working with people of different ages and, most importantly, generations.

Celebrating inclusivity and diversity | Age UK [AGE UK](#)

Religious Diversity

This type of diversity means the presence of multiple religions and spiritual beliefs.

We may have...
different religions, traditions or cultures.....
diverse languages, ethnicity or coloured skin,
or even varied abilities,
personalities and perspectives,
but we all belong to one human race.
by Kofi Annan...

Sex / Gender Diversity/ Sexual Orientation

Gender Diversity

A person's gender identity and/or the gender or genders to which they are sexually attracted, being heterosexual, homosexual, etc.

Sexual Orientation

Sexual orientation is an enduring pattern of romantic or sexual attraction to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender.

Disability Diversity

Like other protected groups, disabled people are not allowed to be discriminated against, harassed or victimised for past or present disabilities.

ACT Alliance supports people with disabilities around the world. It's good for everyone.

This an [excellent video for World Disability Day](#).

A [DIFFERENT](#) deaf girl comes across a paralysed boy from the waist down, but neither of them knows about the other's differences.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Inclusion and Education

The 2020 GEM Report on 'Inclusion and Education: All means all' calls on countries to concentrate on those being left behind and move towards inclusion and education. This video provides an overview of how education that is not inclusive affects children and what can be done to promote change and ensure all children have access to inclusive and equitable quality education. Read more by downloading the [@GEMReport](#)

Ensure an inclusive and equitable quality education in the formulation of SDG 4, the global goal for education.

United Nations Sustainable Goal 4 - Quality Education

By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous groups and children in vulnerable situations.

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles: human rights, gender equality, promotion of a culture of peace and non-violence; global citizenship; appreciation of cultural diversity, and of culture's contribution to sustainable development.

"I want freedom for the full expression of my personality."

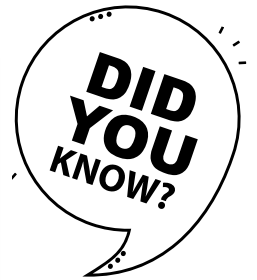
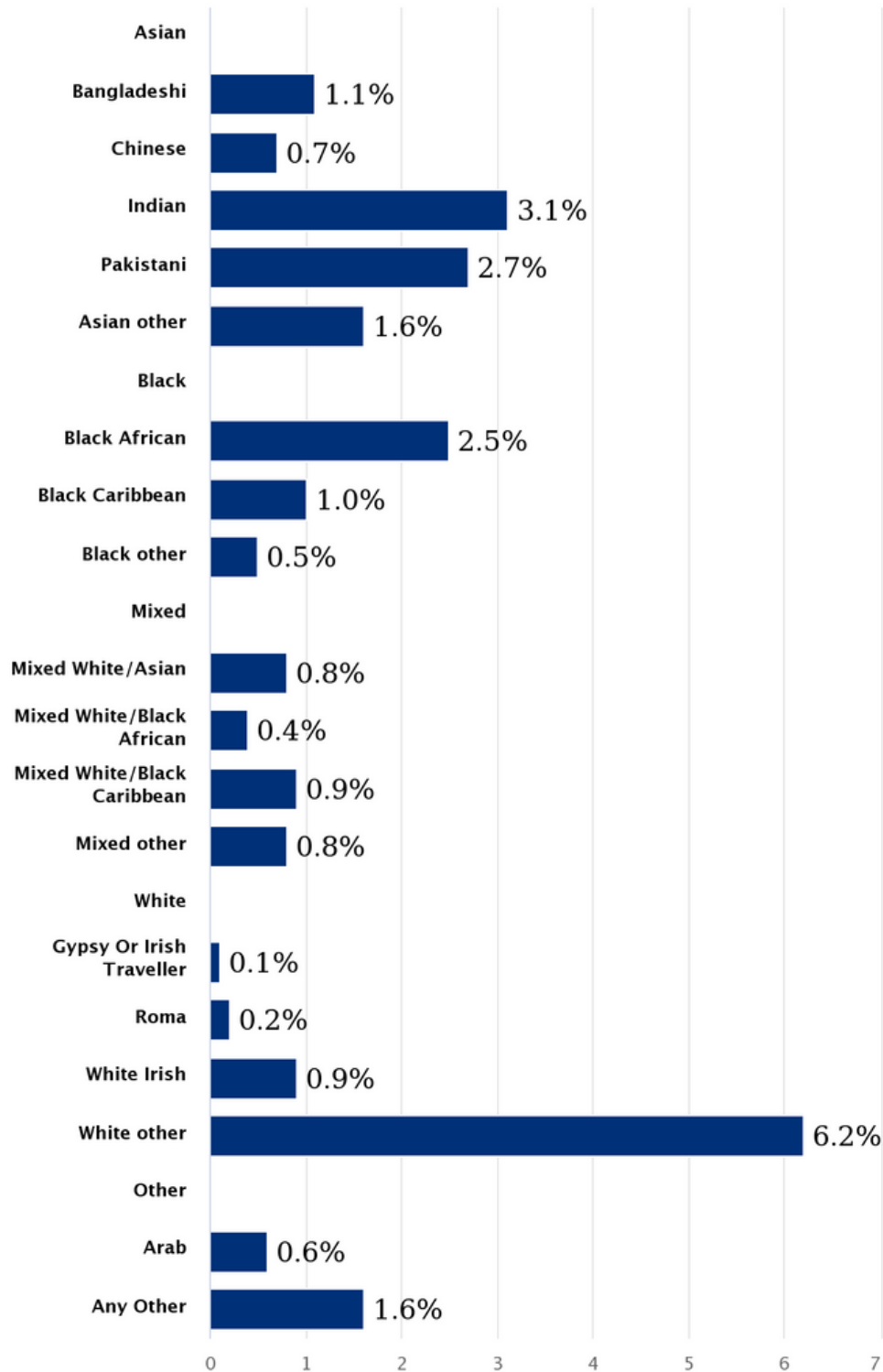
Mahatma Gandhi

Animated video in support of education equity in Europe and Central Asia

Diversity Figures in the UK

This data aims to give an understanding of Diversity in the UK and how multicultural it is. It also links to migration and how many different ethnicities the UK has.

Title: Population of England and Wales by ethnicity (excluding White British). Location: England and Wales. Time period: 2021. Source: England and Wales 2021 Census | Ethnicity Facts and Figures GOV.UK



Location: England and Wales

Time period: 2021

Source: England and Wales 2021 Census

The population of England and Wales by ethnicity (excluding White British)

- According to the 2021 Census, the total population of England and Wales was 59.6 million, and 81.7% of the population was white
- People from Asian ethnic groups made up the second largest percentage of the population (9.3%), followed by black (4.0%), mixed (2.9%) and other (2.1%) ethnic groups
- Out of the 19 ethnic groups, white British people made up the largest percentage of the population (74.4%), followed by people in the white 'other' (6.2%) and Indian (3.1%) ethnic groups
- From 2011 to 2021, the percentage of people in the white British ethnic group went down from 80.5% to 74.4%
- The percentage of people in the white 'other' ethnic group went up from 4.4% to 6.2% – the largest percentage point increase out of all ethnic groups
- The number of people who identified as 'any other ethnic background' went up from 333,100 to 923,800

<https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest>