



Welcome

1

Reflect on your own experiences with stories, and whether they promote inclusion.

2

Explore examples of how storytelling brings life to inclusion work. Helping you to:

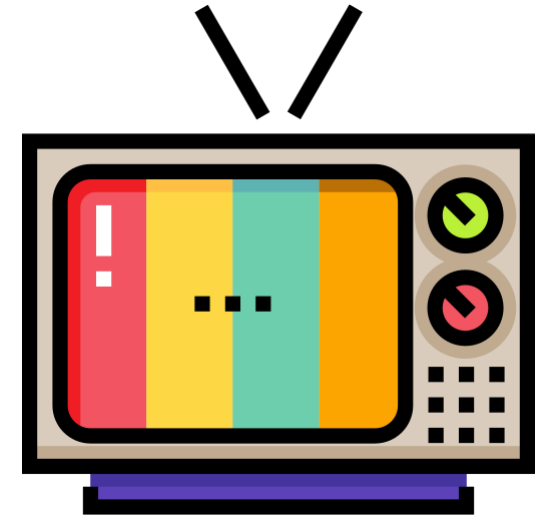
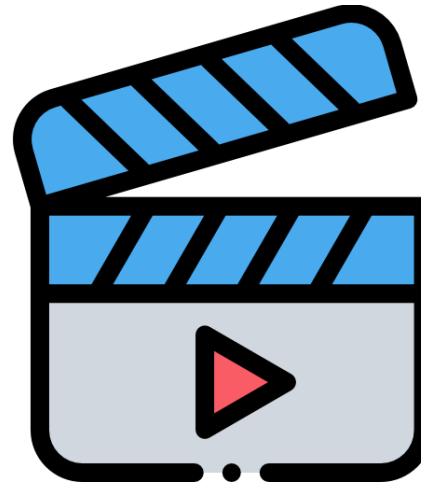
- Encourage collective reflection.
- Reach those who are disengaged.
- Influence decision makers.

3

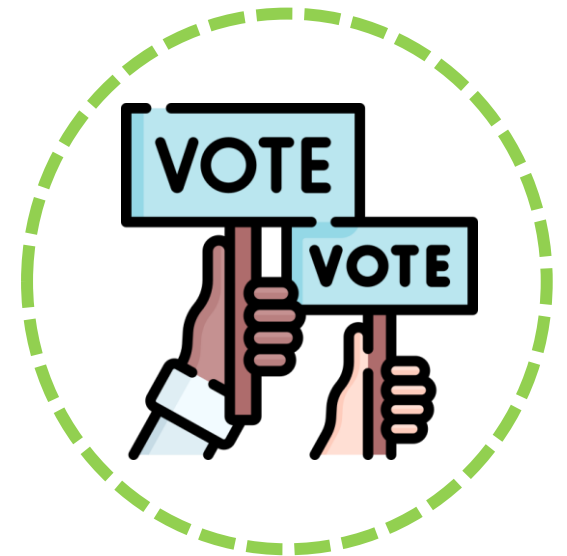
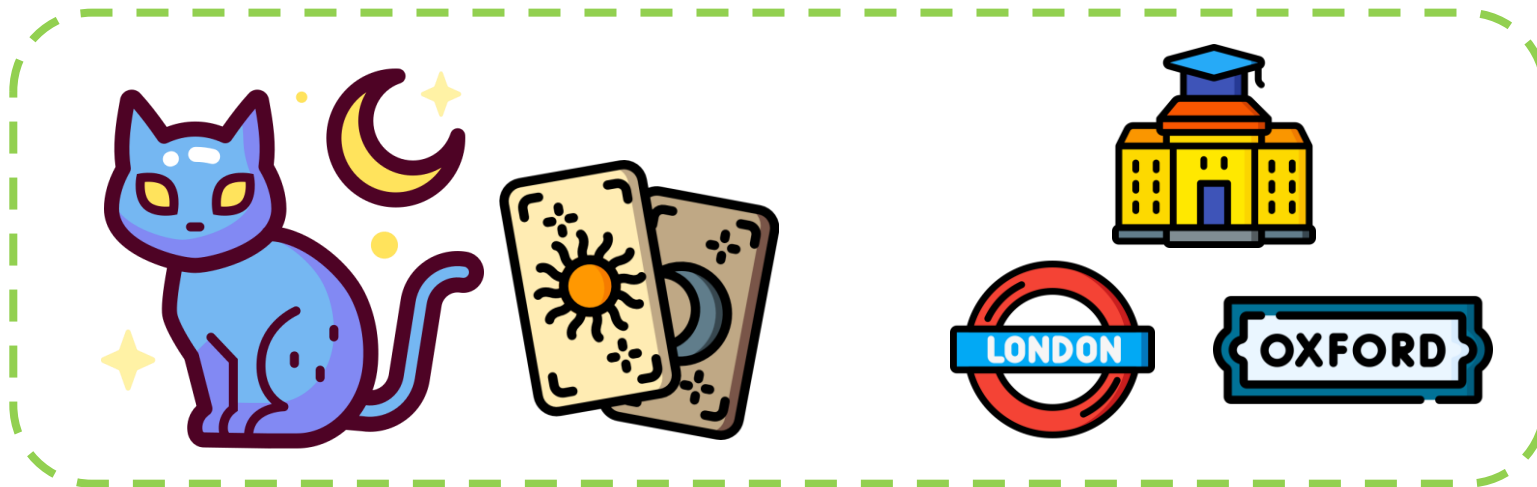
Discuss some ethical issues related to storytelling.

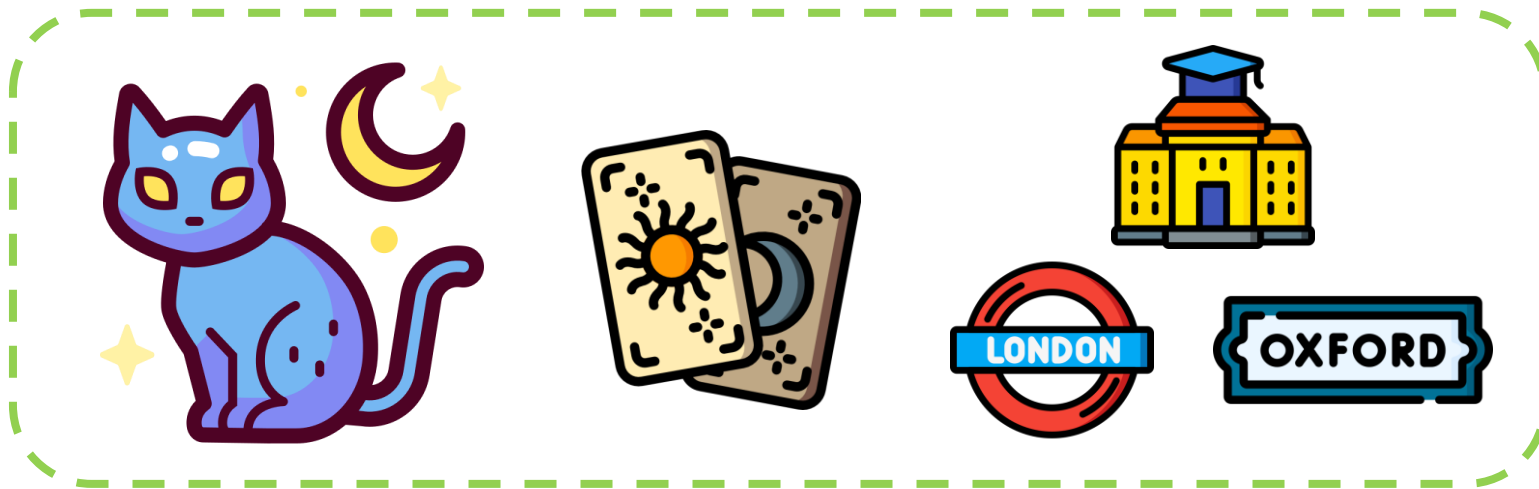
1

Reflect on your own experiences with stories, and whether they promote inclusion.



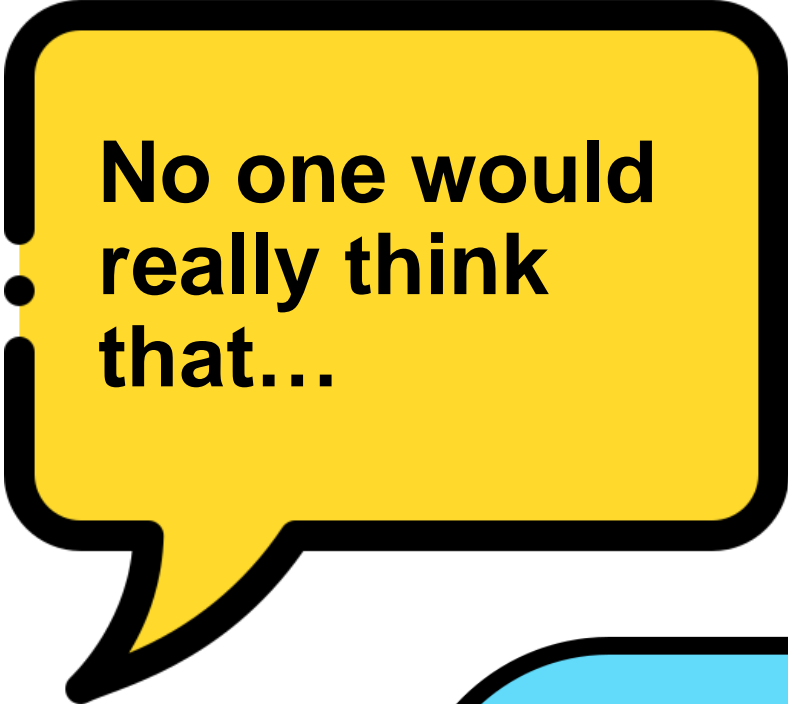
2 MINUTES



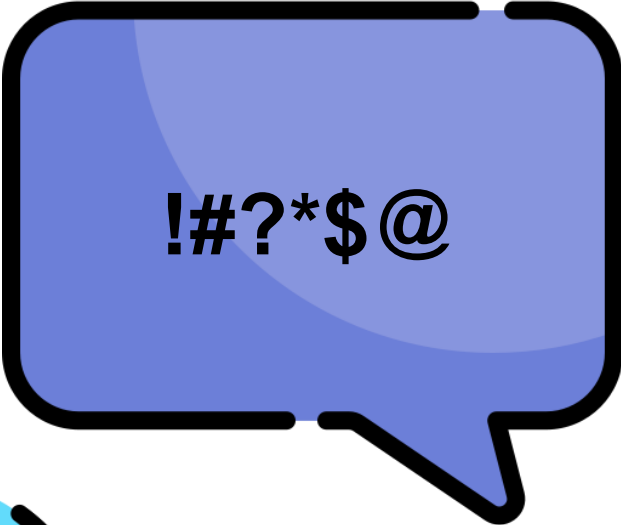


"England is a
wealthy place,
without poverty"

"Everyone in England
goes to boarding
school and university"



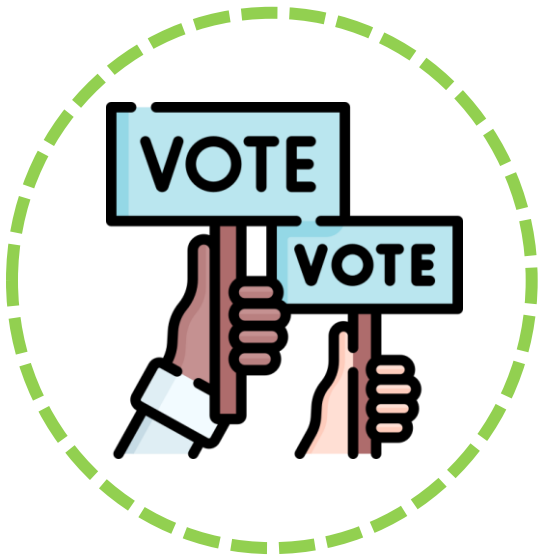
**No one would
really think
that...**



!#?*\$@



**We're not
that naïve.**

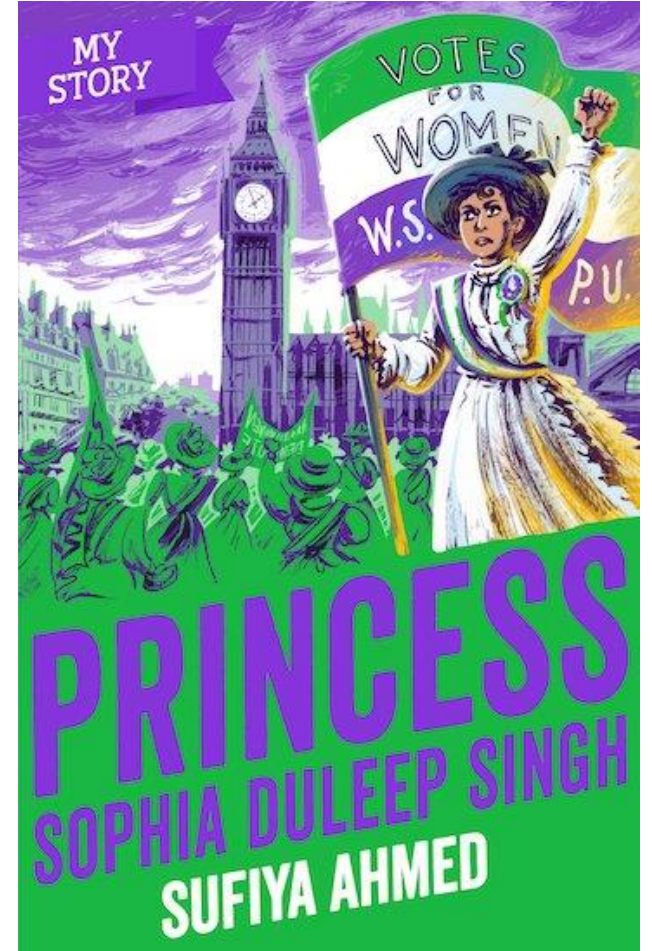




**Were all the
suffragettes
white?**



Princess Sophia Dhuleep Singh selling "The Suffragette" outside Hampton Court Palace, London, 1913.



5 MINUTES

1

What background do the characters tend to have?

2

Where are the stories set?

3

What assumptions could be made about real-world communities and places?

4

Whose voice and perspective is missing?



2

Explore examples of how storytelling brings life to inclusion work.

Encourage collective reflection.



<https://open.spotify.com/playlist/5v3rZR8AYPCPMWxdUMdDda?si=a8e8ecd593984dde>

Before listening, note that some songs contain explicit language and sensitive issues relating to sexual assault, violence, and murder.

Diversify the Stories You Consume

One action that you can take to support racial equity is to actively seek out stories that are written and produced by those from a different background to yours. These movies, music, poems, books, TV shows, and TED Talks have been recommended by your colleagues.

The stories contained within challenge stereotypes. They challenge white, Western definitions of what is "normal", "acceptable", and "professional". We have covered a wide range of genres, including comedy, documentary, and drama. If you would like to provide a recommendation for this page, please use our [online contact form](#).

Movies

The following movies are available on a variety of platforms, including YouTube, Amazon Prime, Vudu, Google Play and iTunes.



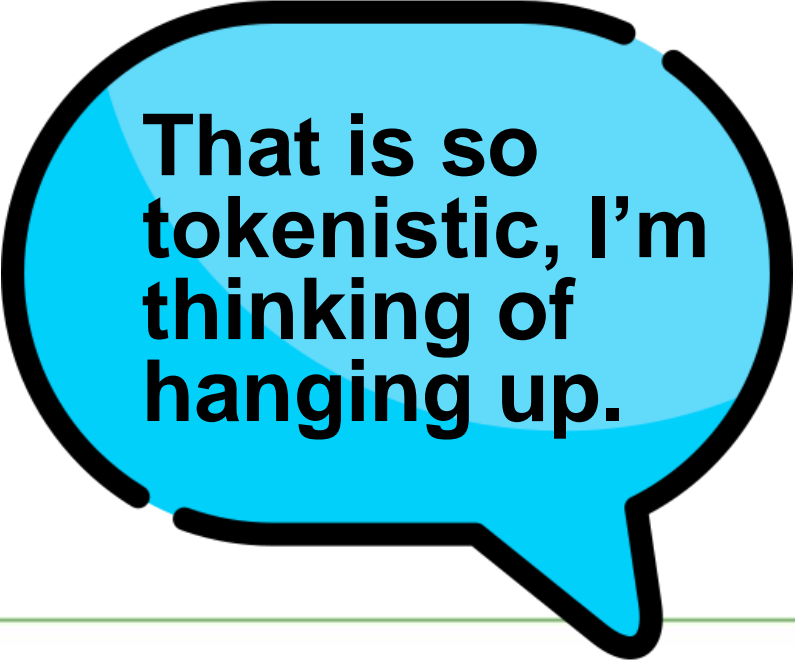
If you want to do something like this in your organisation, make sure you collaborate with your own colleagues with diverse backgrounds and abilities.



**You are
trivialising a
serious issue.**



**You're joking,
right?!**



**That is so
tokenistic, I'm
thinking of
hanging up.**

- 1 The people who need to hear this message the most are not likely attend this webinar.
- 2 They are still human, and they will engage with stories, music, art, dance, or other forms of creative expression.
- 3 Exposing ourselves, and the people we know, to new stories is a gentle way to challenge our world views.
- 4 That said, make sure that story recommendations are varied, and never delivered in isolation.



Diverse Stories



Training Materials



Guided Reflections



Listening Circles



Evidenced Action



Policies & Benefits



Support Resources

Reach those who are disengaged.

**I am a woman,
and I haven't
experienced any
barriers to my
success...**

**We don't need
Pride anymore;
you have equal
rights.**

**I don't need anti-
racism training, I
don't see colour.**



Influence decisions to make positive changes.

How do you define your gender?

Please Select | ▾

How would you identify yourself in terms of race?

Please Select | ▾

What are your ethnic origins or ancestry?

Please Select | ▾

How do you define your sexual orientation?

Please Select | ▾

What is your age group?

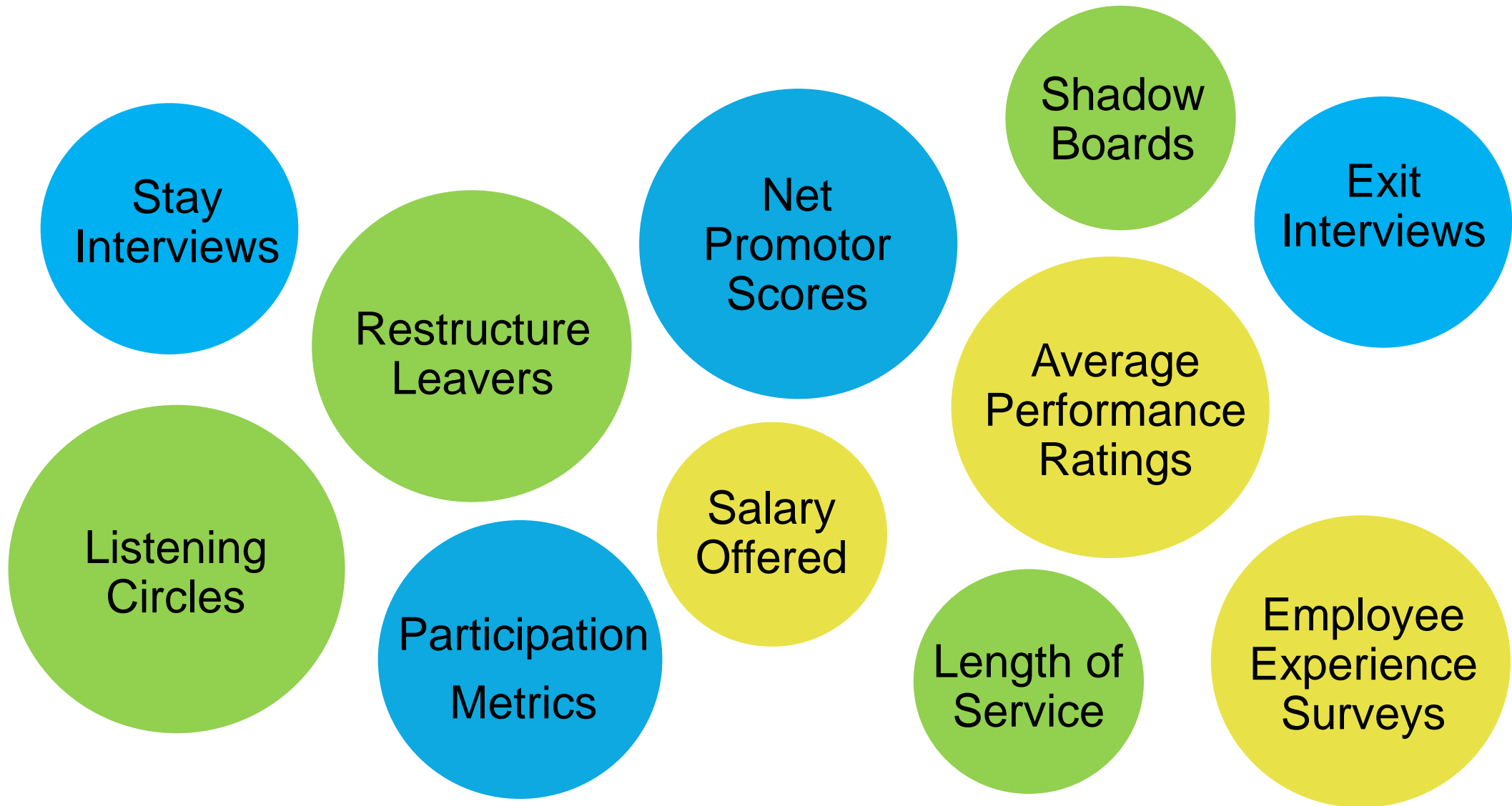
Please Select | ▾

Do you consider yourself to have a disability or long-term medical condition?

Please Select | ▾

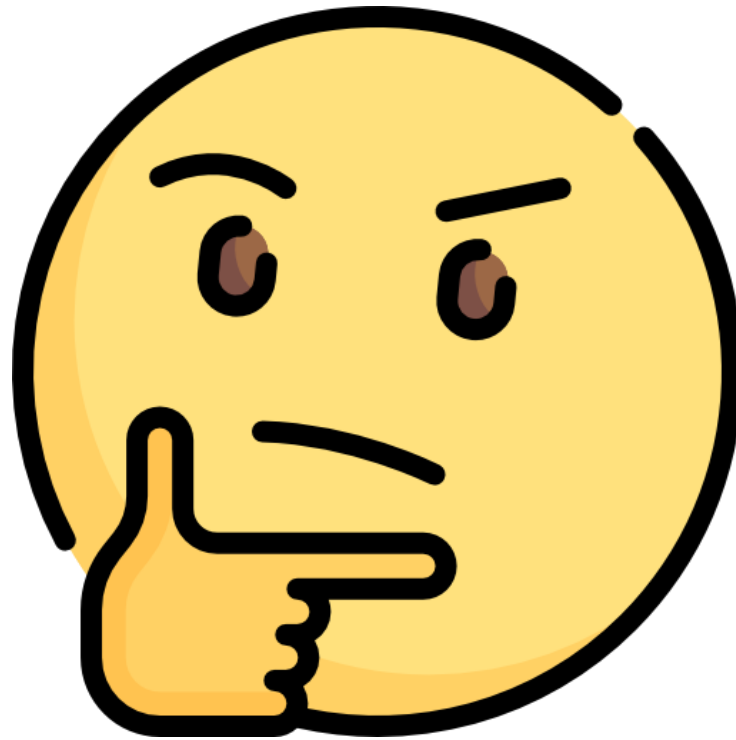


WARNING Your organisation could be at risk of “bums on seats” syndrome.



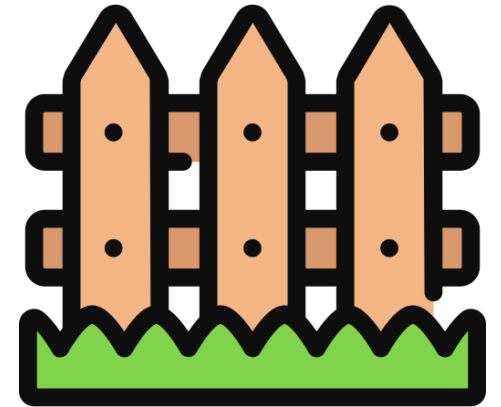
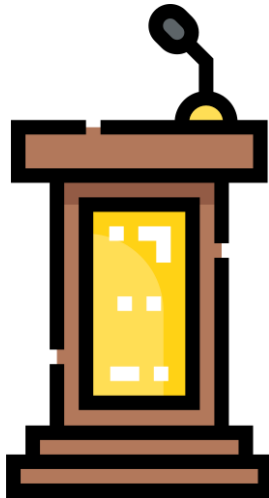
3

Discuss some of the ethical issues related to storytelling, using quick tips and a case study.



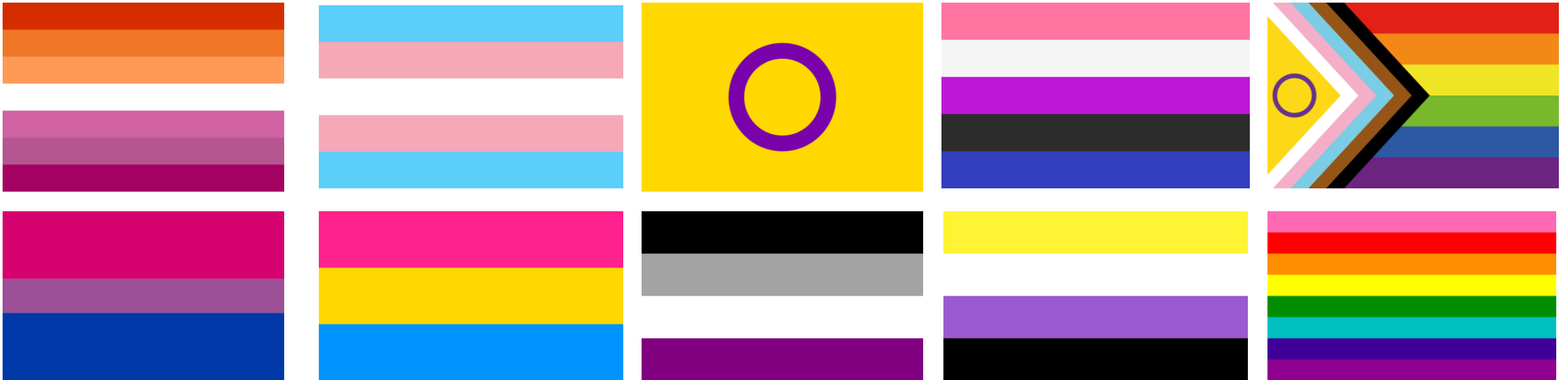
QUICK TIPS

Remember the weight stories have, actively support your storytellers.



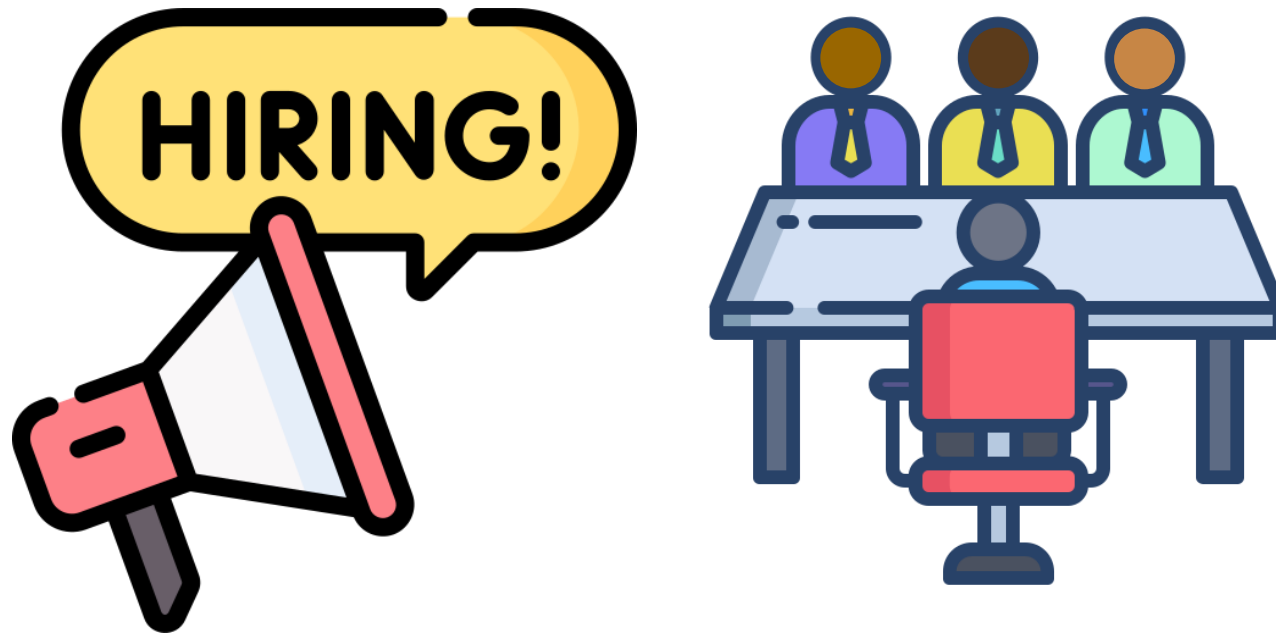
QUICK TIPS

Remember that individuals do not represent whole groups, do not necessarily have all the answers, and may not want to be involved.



CASE STUDY

Remain mindful of overloading or burdening a small group.



CASE STUDY

What can you do if you find you're not representative of the communities you work with, or for.

How do you define your gender?

 | ▼

How would you identify yourself in terms of race?

 | ▼

What are your ethnic origins or ancestry?

 | ▼

How do you define your sexual orientation?

 | ▼

What is your age group?

 | ▼

Do you consider yourself to have a disability or long-term medical condition?

 | ▼

[Home](#) > [The power of diverse voices](#)

Indigenous voices

Now, more than ever, we believe that research is most impactful when a diverse range of voices is included

Share this content



We know academic research has an important role in bringing about a more inclusive society, so we are working towards greater equity, diversity and inclusion (EDI) in everything we do.

While we can see growing support for EDI in research across the sector, many people are still too often left out of the conversation. As research participants they may be overlooked in research design and as academics they may not have the same opportunities as their counterparts. Understanding the challenges people face and how we can take the right steps to make real change happen is just one of the ways to create a fairer, more inclusive society and better outcomes for us all.

On this page

- [Indigenous voices video](#)
- [Indigenous voices in our regions](#)
- [The power of diverse voices](#)
- [Global inclusivity report 2022](#)
- [Our missions](#)
- [Advisory board](#)
- [Thought-provoking content](#)
- [First voices first](#)



1

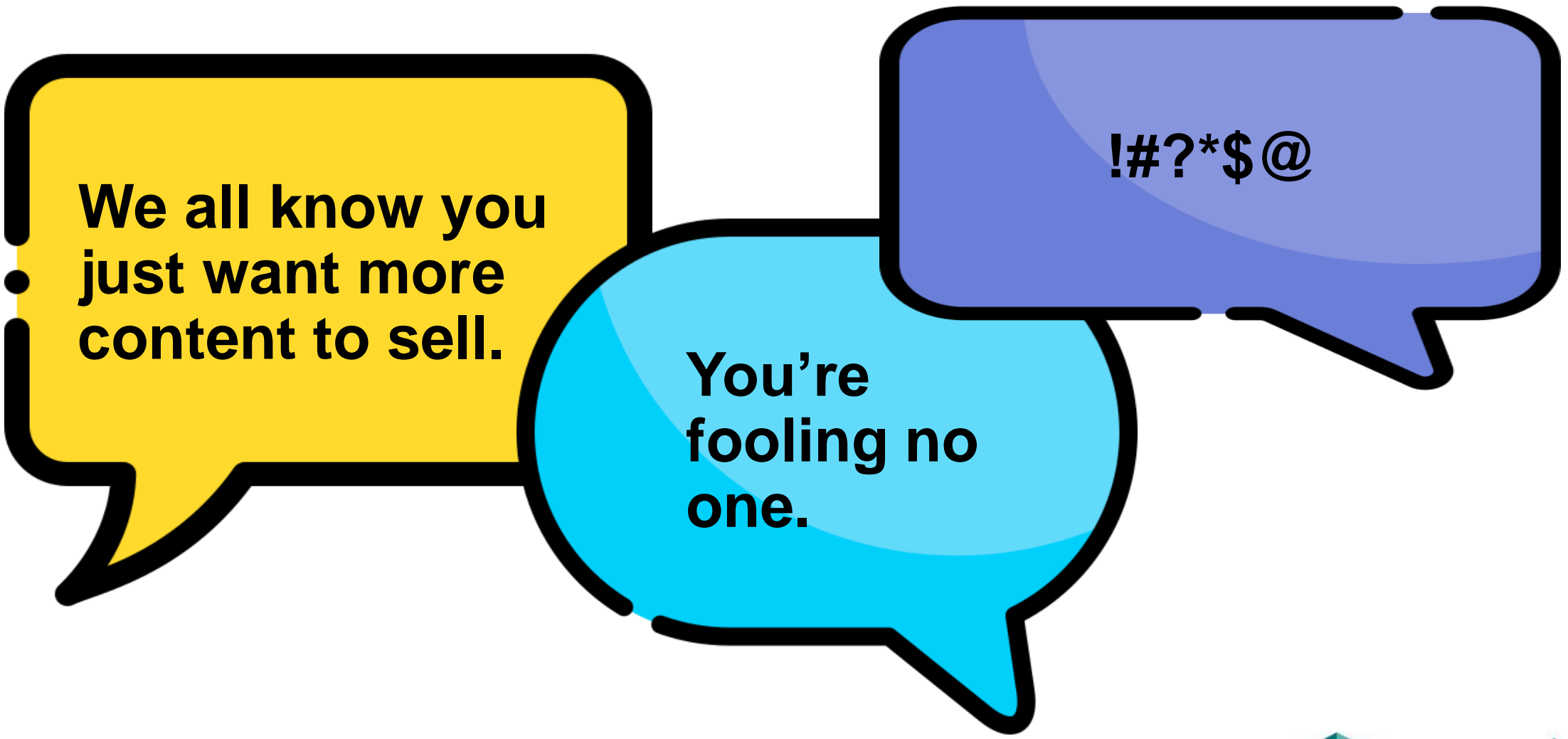
Research participants that have been overlooked in research design.

2

Knowledge holders whose contributions have not been recognised or rewarded.

3

Academics that have not had the same opportunities as their counterparts.



**We all know you
just want more
content to sell.**

**You're
fooling no
one.**

!#?*\$@



emerald

STORYTELLERS



All storytellers, including academic storytellers, are responsible for expressing and upholding a particular world view.

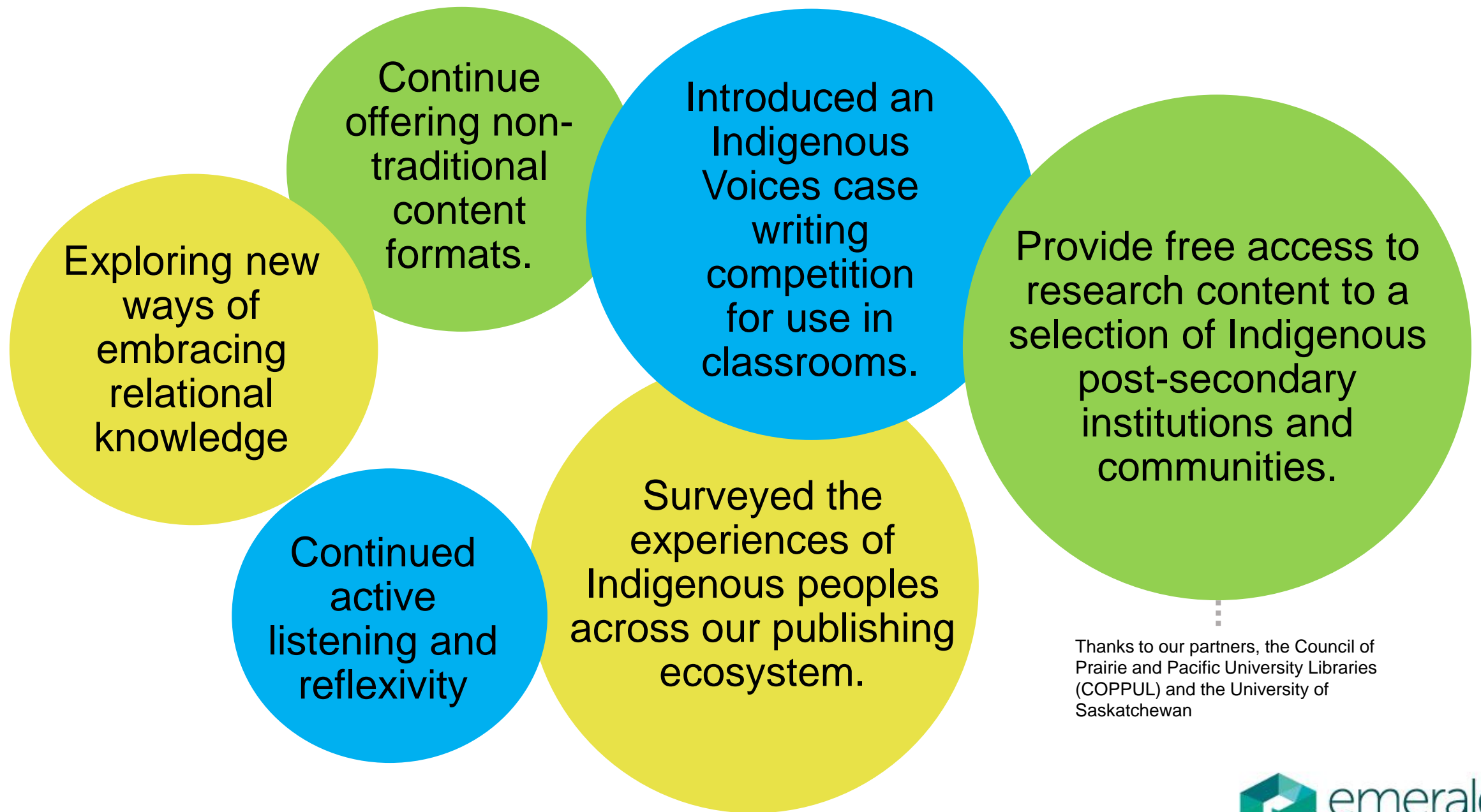


**Did content get
commissioned?**



Yes, and...

- 1 Indigenous knowledge systems include holistic, relational, emotional, and spiritual dimensions.
- 2 Publishers have created an ecosystem in which academia fits neatly into subject disciplines.
- 3 Traditional review processes overlook and suppress experiential, emotional and relational knowledge.
- 4 We needed to challenge our assumptions about what knowledge is, and react accordingly.



Thanks to our partners, the Council of Prairie and Pacific University Libraries (COPPUL) and the University of Saskatchewan

LinkedIn



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Inclusion Lead, Emerald Publishing