

Bupa Belong

Module three, Overcoming Barriers

Everyone's welcome

At Bupa we celebrate diversity, welcoming everyone from all backgrounds.

We embrace our differences so we can bring our whole selves to work.

Be you at Bupa

SCENARIOS

In this pack, there are four scenarios that we will discuss during the module three LIVE session.

In the session, you will be allocated a scenario to discuss with your group. Read the scenario carefully and answer the reflection question provided.

GROUP A

Part A:

As you walk past a small group in the office, you overhear their conversation with one of them saying: “I was with a someone from the other department last week, we ended up talking about Black Lives Matter and they said they thought all lives matter, and it shouldn’t just be about Black lives – I agreed with him”. The group all seem to agree and say that there really is merit in that

How do you step in and respond?

Part B:

One of the people in the group then also shares that they don’t think this is something we should be talking about at work: “We’re not racist, no-one has ever told me this is an issue at work – you’re making the problem even worse by highlighting it. Let’s just get on and do our jobs, we really don’t have time for this”. Someone else then adds: “Anyway, that was an issue over in US, we’re not based there, so I just don’t see why this is important to us”.

What are the areas to consider/ explore?

How do you respond?

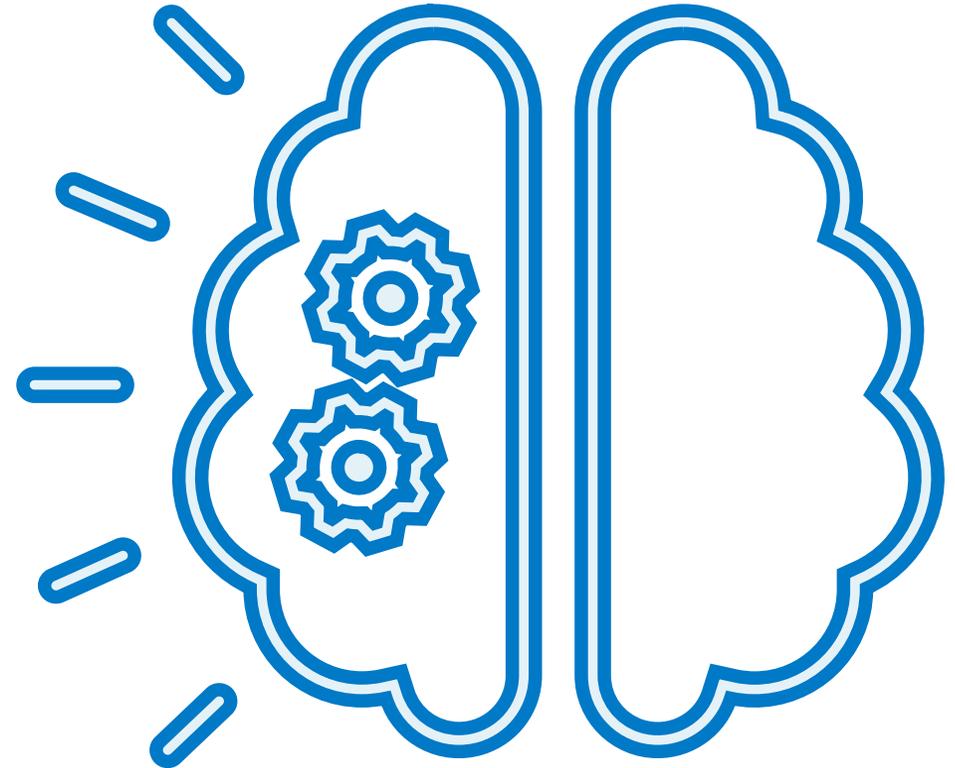


GROUP B

A member of your team has mentioned that they are not really 'connecting' with a new member of the team and that the rest of the team feel the same.

They describe that the individual as aloof, seeming reluctant to engage in conversations and often avoiding eye contact. You are aware that the new person is neurodivergent and has autism, but the rest of the team do not seem to be aware of this

How do you step in and respond?



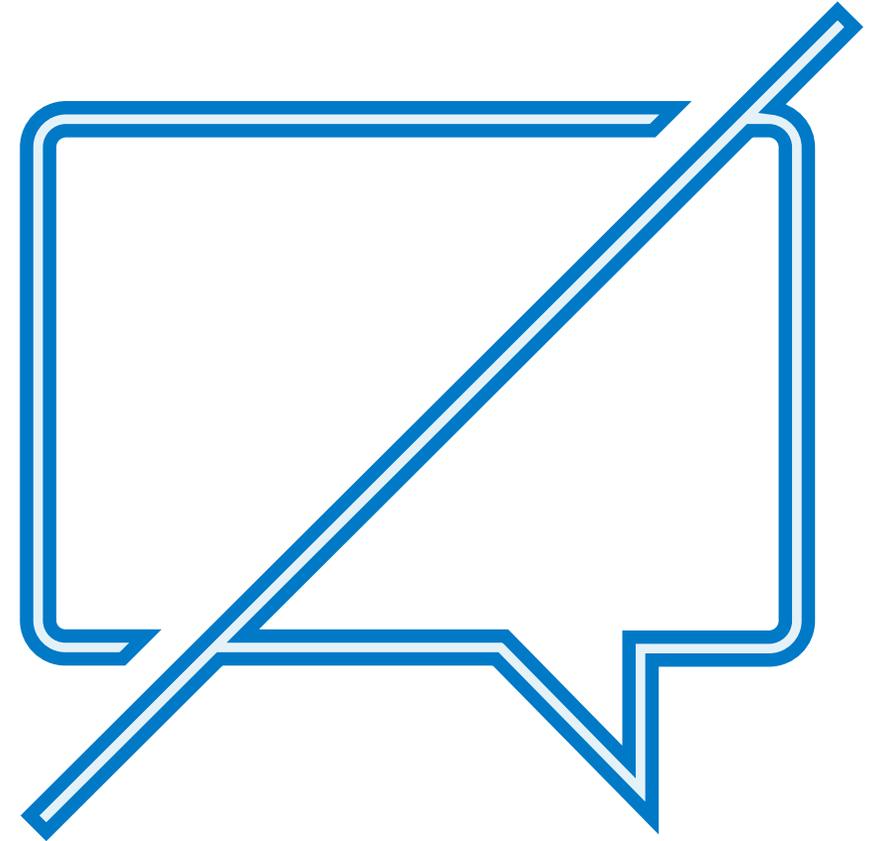
GROUP C

You're taking your team through the recent employee engagement survey results. You ask them for their initial comments on the results of the question: 'I can be myself at this company without worrying about how I will be accepted'.

One person quickly says: "Well, the score is pretty good and we're not the worst within the business – I think it's okay". Another person adds: "We should really make sure all our people feel they can be themselves here". The first person jumps in and says: "I don't think we have an issue ...the majority of us seem to be perfectly happy. Nothing needs to change".

How do you think people in the minority would feel with this response?

What responsibility do majority groups have in this?



GROUP D

You're talking to a group of people in the kitchen-area at work and, in a passing comment about one of the team, someone mentions that they think 'this whole non-binary stuff has gone too far, and it seems to be trendy now to be one of them. And what on earth is Cis?'

Some others in the group nod in agreement.

How do you step in and respond?

