MIND THE GAP
A new conversation starter tool for EDI practitioners

Presented by Dr Riccardo Maddalena, Dr Sarju Patel, Dr Kathryn Jones and Deborah Syrop

MindTheGap
LET'S TALK EDI

Scan the QR code for more info or visit:
www.mindthegap-edi.com

THE TEAM

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"Why EDI is important to me"

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THE EDI CHALLENGE

- THERE EXIST BARRIERS OR CHALLENGES THAT PREVENT OPEN **EDI** CONVERSATIONS

- CARDIFF UNIVERSITY ARE COMMITTED TO SUPPORTING, DEVELOPING, AND PROMOTING THESE THREE TOPICS THROUGHOUT ALL THEIR PRACTICES AND ACTIVITIES, AND WE BELIEVE THAT THERE IS A NEED FOR ADDRESSING THE FEARS BEHIND DISCUSSING THESE TOPICS, DUE TO THEIR SENSITIVITY

BRIDGING CONVERSATIONAL BARRIERS

- MIND THE GAP IS A SET OF PLAYING CARDS THAT PROVIDE DISCUSSION PROMPTS COVERING A RANGE OF POTENTIALLY SENSITIVE EQUALITY, DIVERSITY AND INCLUSION TOPICS

- THESE CARDS WERE DESIGNED WITH THE SUPPORT AND ADVISE FROM MARGINALISED INDIVIDUALS, AND THEY AIM TO PROVIDE A WAY FOR PEOPLE TO OVERCOME THEIR NERVOUSNESS WHEN DISCUSSING THESE TOPICS

- THE AIM OF THE *TOOL* IS TO ENCOURAGE CONVERSATIONS ABOUT **EDI**

"Our fears of mislabelling or offending often impedes inclusivity and these cards, shaped with input from marginalized voices are designed to guide EDI discussions and reduce concerns"

THE CARDS – OBJECTIVE

HOW "MIND THE GAP" WORKS

Gamemaster Rules:

Ensure the game is a safe space and confidential

Ask each player to read the rules outloud

Watch closely for dominators and interrupters. If someone tries to control the dialogue, interject and redirect the conversation back to the broader group.

If someone is interrupted, step in quickly. You might say, "Wait a minute, I want to hear more of what Janice has to say," or "Back up. I am intrigued with what Luke was telling us. Luke, can you finish your thought?"

Model the behaviour you expect to see from others.

Player Rules:

Be respectful of other people's views and listen with an open mind, before wanting to be understood

Treat others with dignity and ideas with tolerance

Be genuinely curious about others' views and ask questions that help understanding

Speak honestly but accept that there will be positions that differ from yours; it's okay to disagree

You may feel discomfort when having challenging conversations - that's ok too

Discuss attitudes and behaviours, don't get personal

- TARGET AUDIENCE (UNIVERSITY STAFF AND STUDENTS)
- ONE BY ONE, EACH PLAYER WILL PICK A CARD AND PRESENT IT TO THE ROOM.
- THE PLAYER READS OUT THE INSTRUCTIONS ON THE CARD AND THEN THE ROOM MAY DISCUSS THE TOPIC THAT WAS RANDOMLY SELECTED

COMPLETE THE SENTENCE

Something I know about neurodiversity is ...

CARD 113

AGREE OR DISAGREE (AND EXPLAIN)?

"All wheelchair users cannot walk."

CARD 212

REAL EXPERIENCE – THOUGHTS?

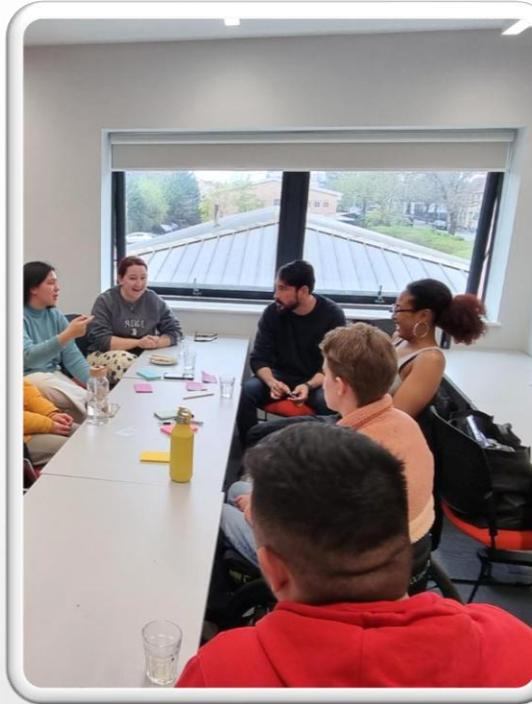I have previously been asked if my first language is English.

CARD 306

DO ASK OR DON'T ASK?

To your Asian colleague: "*Oh, you must be really good at maths, aren't you?*"

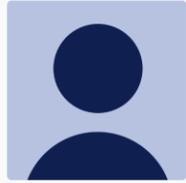CARD 404

THE CARDS – SOME EXAMPLES

FOCUS GROUPS

- FOCUS GROUPS WITH STUDENTS AND STAFF HAVE BEEN CONDUCTED TO DESIGN AND TAILOR THE GAME WITH END-USERS IN MIND.

- THE TEAM ENGAGED WITH THE UNIVERSITY EDI NETWORK, AND THE STUDENTS DISTEMM NETWORK.

Developers

Mr Josh Gill

BSc Applied Software Engineering Student

"Why is EDI important to me"

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Miss Emily Manton

BSc Computer Science Student

"Why is EDI important to me"

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This website is an additional resource to the game, providing supplementary guidance notes and background information around each card to further guide the discussion topics. We also want to gather more feedback from the wider community regarding the cards, so this website also allows user feedback that'll allow us to improve the prompts, guidance notes and background information surrounding existing cards.

MIND THE GAP – WEB SITE

INSTRUCTIONS

- FORM 4 SEPARATE GROUPS, AND ONE OF US WILL EXPLAIN THE GAME IN EACH GROUP.

- ONE BY ONE, EACH PLAYER WILL PICK A CARD AND PRESENT IT TO THE ROOM.

- THE PLAYER READS OUT THE INSTRUCTIONS ON THE CARD AND THEN THE ROOM MAY DISCUSS THE TOPIC THAT WAS RANDOMLY SELECTED.

- THE GROUP DISCUSS THE TOPIC THAT WAS RANDOMLY SELECTED WITH A CLOCK TIMER.

- EACH GROUP WILL PLAY THE GAME FOR 20 MIN.

MIND THE GAP – YOUR TURN TO PLAY

MIND THE GAP

QUESTIONS / FEEDBACK