



# What can you do to help?

If there's anything you're not sure about, the SU can always provide guidance. You could also get in touch with the chairs of the Diversity and Support groups through [bathstudent.com](http://bathstudent.com).


Operating an inclusive society or sports club means you'll have more members and (hopefully) a more active, interesting society! Also, you'd be surprised at the impact your show of inclusivity can make to getting students more involved and engaged with your club.

## Handy Hints

 **Say HELLO** The easiest way to make people feel included? Start up a conversation with them! Students from minority groups may be particularly shy so take the first move and introduce them to others in your club.

 **SELF-MONITOR** Challenge and reflect on your own behaviour all the time e.g. Did I greet everyone with the same enthusiasm at Freshers Fair or did I look for people who look like myself/people involved in the club now?

 **QUESTION ACTIVITIES** When organising an activity or sport trip try and think whether this is something that everyone can and will want to participate in.

 **Never ASSUME** Try to challenge your own assumptions about what people are going to be like. Biases are completely natural but it's wrong to act on them.

For the full booklet, visit  
[www.bathstudent.com/inclusion-guide/](http://www.bathstudent.com/inclusion-guide/)



University of Bath  
**Students' Union**

# The INCLUSION Guide

Created by

THE DIVERSITY AND SUPPORT GROUPS

*A handy guide to help  
make your student group  
accessible to all*



# So, What's this all about?

University can be a fantastic time; there's loads of activities and sports to get involved with, hundreds of new people to meet, nights out, trips and union nights. For some people though, their time at Bath can be a missed opportunity - they can feel outcast from housemates and course mates and feel excluded when they try to participate in societies and sports.

It's not something we'd like to admit but many of us hold unconscious biases. No one would like to think they were racist, sexist, or discriminatory in any other way, but often our actions can promote exclusion.

## Who are we biased against?

In general we tend to be biased against those that are different to ourselves. Everyone and anyone can face discrimination. At Bath a number of diversity and support groups exist to help, support and engage those most likely to be discriminated against. In practise this list suggests those most likely to be discriminated against, it doesn't mean that everyone who belongs to this groups is, or feels discriminated against but it's something to bear in mind. Women, disabled students, black or mixed ethnicity students, international, student parents, mature students, post graduates, students affiliated with religious groups and LGBT students. The Equality Act 2010 essentially ensures that everyone is legally entitled to the equal treatment and opportunities.

It can be as simple as the way we communicate with different students when they turn up to our first meeting, right up to the types of activities we put on as a sports group/society. Every interaction we have with students is an opportunity for us to be biased, if we don't recognise these biases and treat people unfairly, they don't get involved with sports or societies and they become to feel alone, isolated and excluded from their own SU.

It can be tricky to override your unconscious biases, especially when you're not sure what they are. It's best to accept that we're all likely to be biased in some respects, and that this will affect our actions and decisions. **We shouldn't feel guilty, but we have to accept responsibility for monitoring our own actions to make Bath as inclusive as possible.**

We're all programmed to subconsciously categorise others, make prejudiced judgements and jump to conclusions. As long as we attempt to recognise when our actions and decisions are unjustly biased, we can prevent students feeling excluded and help to get every student more involved at Bath!

### IMPLICIT ASSOCIATION

We have a tendency to believe that all people in a certain group are the same. It's an easy way to process information but we often don't realise we're doing this.

### AFFINITY BIAS

We often automatically favour people who share similar experiences or behaviours to us.

### SELF-FULFILLING PROPHECY

We often try to unconsciously confirm our hidden biases through our own actions and decisions.