



Race, Culture, & Identity



Is it a problem





What and why?

- Seen as a problem
- Media portrayal
- Fear
- Different
- Threat

Media

Census reveals white Britons as minority in capital for first time



**We don't
commonly see**



Why

Total population of England and Wales was 56.1 million, and 86.0% of the population was White

people from Asian ethnic groups made up the second largest percentage of the population (at 7.5%), followed by Black ethnic groups (at 3.3%), Mixed/Multiple ethnic groups (at 2.2%) and Other ethnic groups (at 1.0%)

WHY

- **Muslims in UK** - . 3 million Muslims in the Britain (2011 census). population of the UK - one in 20
- **In Wales**, 0.7% of the population are Muslim
- **Muslims in Swansea**- 2.3% of population
- Population of school age - 10.9 % non-white British





impact

Intolerance Vs

Respect, acceptance, embracement
& celebration



Racism

- Individually
- Communities
- School/ work place/ streets

Barriers



Education



Work



Housing



Financial services



Health



Employment



Effects

Mental health

Physical well-being

Belonging

Identity

Socially acknowledged

Approved by others

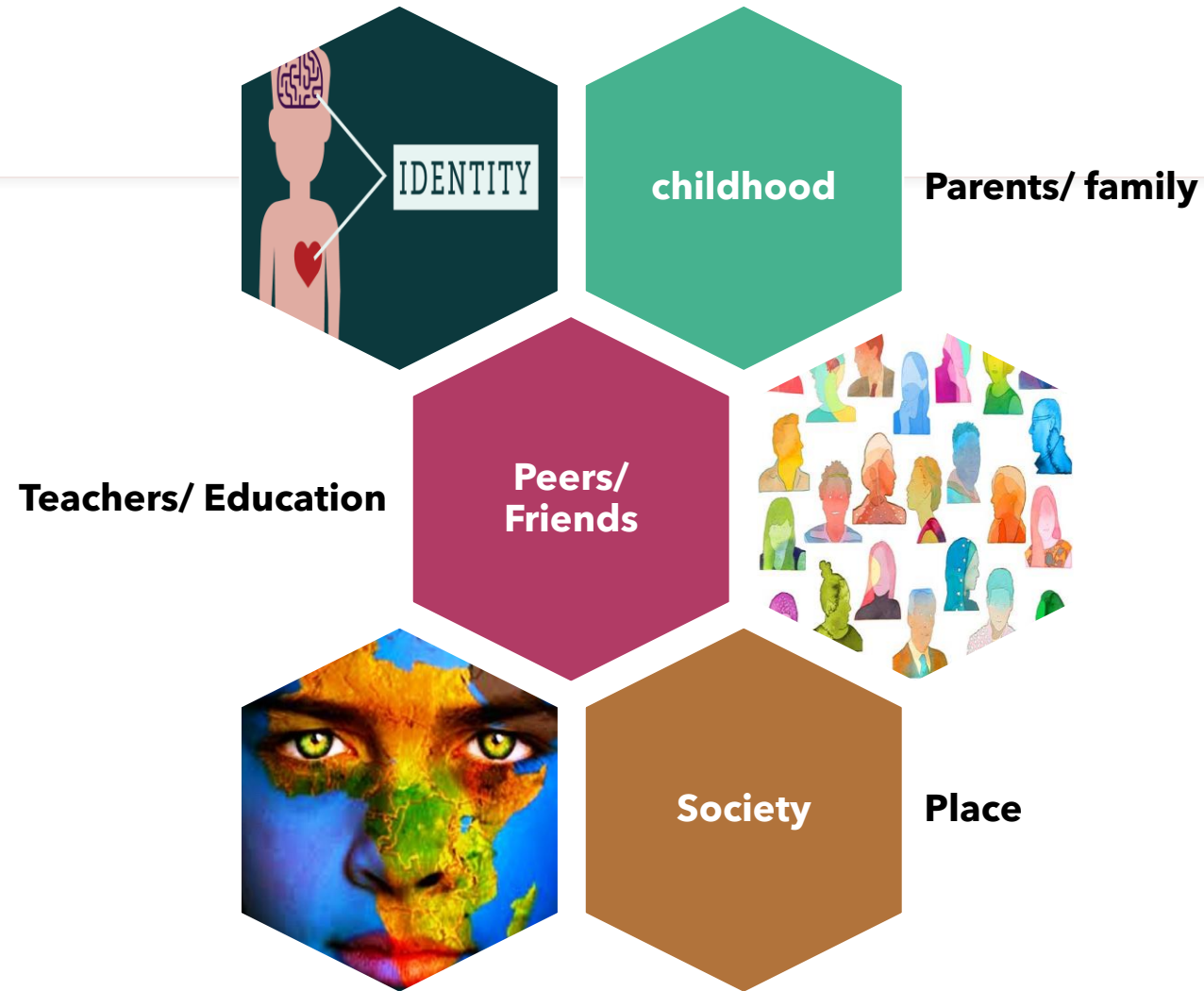
Self - definition



Factors that influence our identity?



Identity formation



Identity

- Construction of social Identity
- Religion
- Ethnicity / nationality/ race
- Gender
- Class

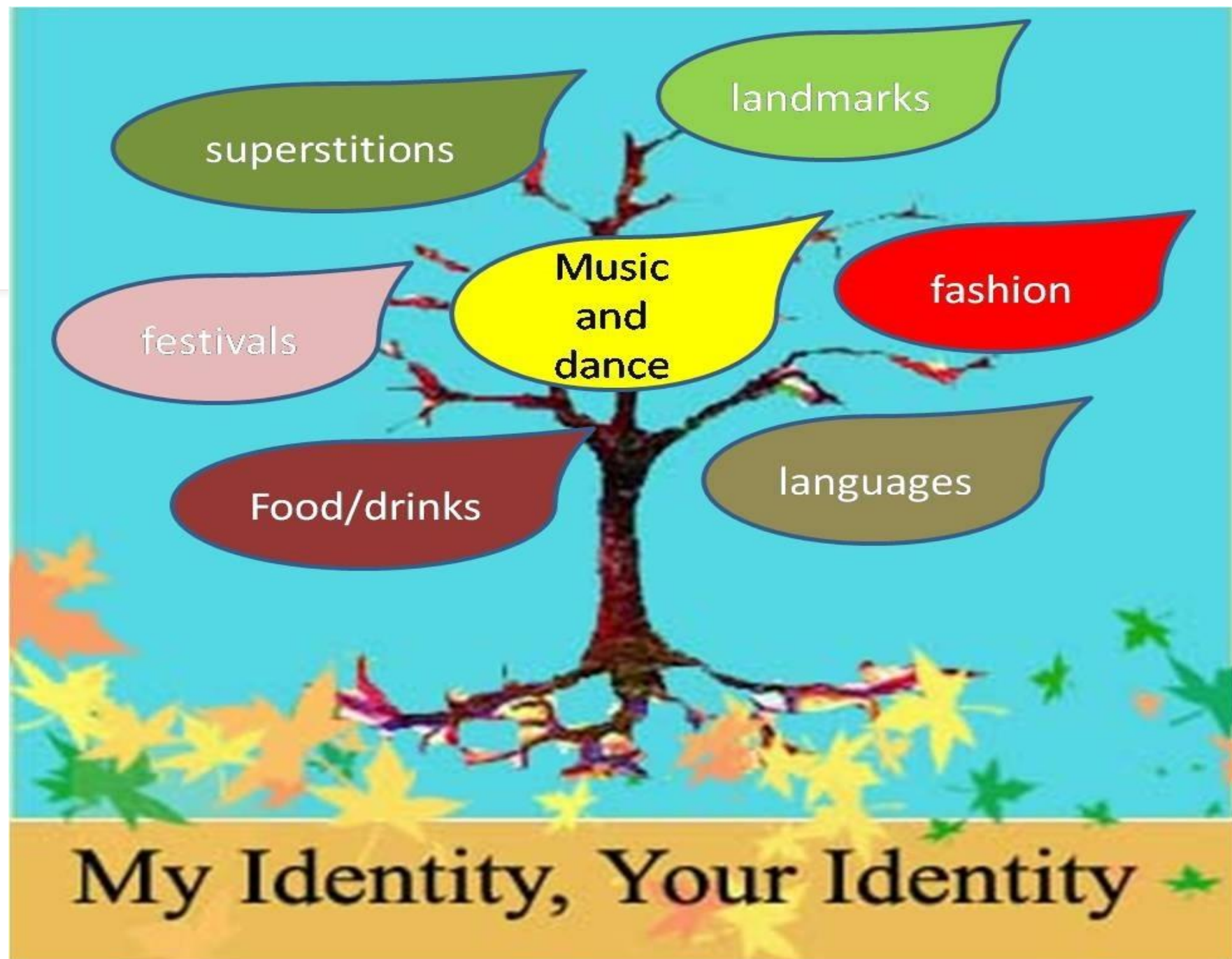




Intersectionality
Different elements
of Identity
interacting with one
another

How do we experience it?





BELONGING

friendship

factions

class

treaty

alienation

religion

conventions

culture

isolation

disaffection

inclusion

exclusion

nationality

community

comradeship

estrangement

traditions

customs

brotherhood

ethnicity

separation

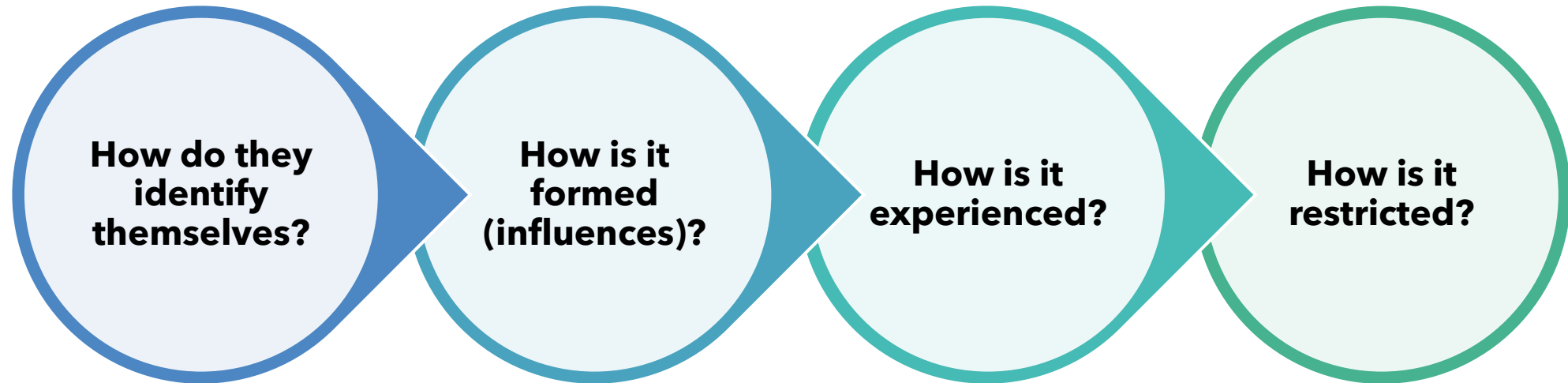
unity

family

bullying

alliance

Looking at



Why is this important?

Intersectionality

Looking at how multiple factors influence identity experienced (faith, gender, language, ethnicity)

- Looking at exclusion or inclusion

Belonging

Nation / Welsh/ British/ or other?

- Exclusion/ Inclusion

Current climate

Missing voice

- Wales/ Swansea

How do we go from talking about diversity to making diversity happen?

- Racially diverse teams out perform non diverse by 35%
- Teams where men and women are paid equally earn 41% more profits
- Makes more creative

Diversity = more revenues

What do we need to make it happen

- Space
- Time
- Resources
- Willingness – not tokenistic



Need to address institutionalised inequalities

- Look at barriers
- Reduce unconscious bias
- Representation
- Create a fair society through education