

On the way to diversity and inclusion

LXXVIII Online International Council Meeting,
13th November 2020



The European Law Students' Association

Outline



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- What does diversity and inclusion mean?
- Why does it matter for ELSA?
- Barriers of inclusion
- Developing an inclusive culture
- Next actions
- Case studies

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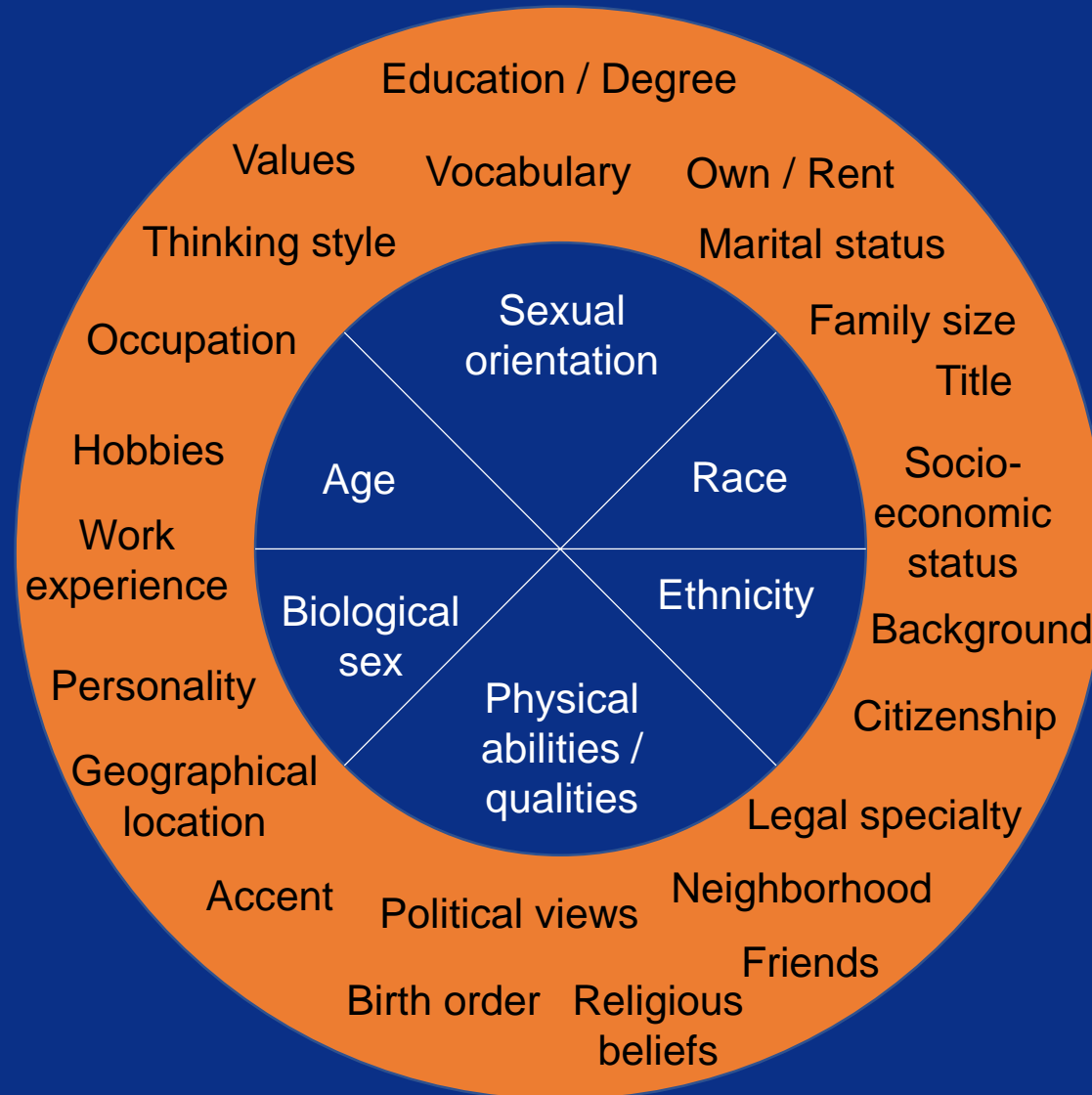
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What does diversity and
inclusion mean to you?

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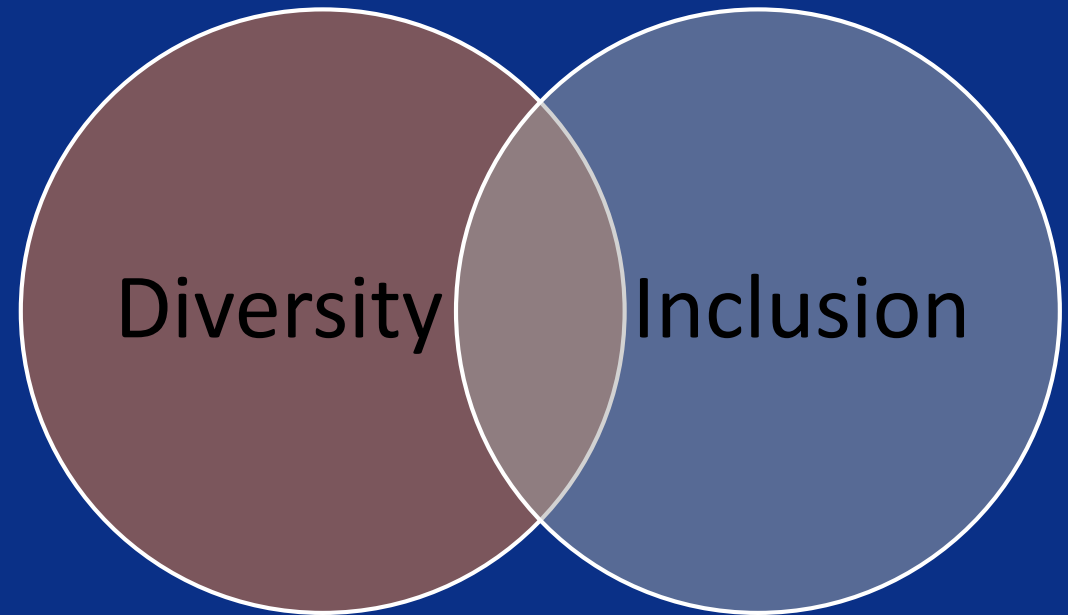
What does diversity mean?



What does inclusion mean?

Promoting an environment where people from different cultural backgrounds:

- are welcomed and treated with respect,
- feel included and integrated,
- are given an equal access to opportunities,
- are given opportunities to contribute their ideas and concerns.



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Why does it matter for ELSA?



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Barriers of inclusion



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Culture impacts

- Who we are to hire
- How we build teams / organizations
- How we allocate opportunities or mentor / sponsor
- How we communicate
- How we resolve conflicts
- Etc.



Unconscious bias

Unconscious bias influence our actions every day, even when—by definition—we don't notice them.

These biases are shaped by our experiences and by cultural norms, and allow us to filter information and make quick decisions.

We have evolved to trust our guts. But sometimes these mental shortcuts can lead us astray, especially when they cause us to misjudge people.



Unconscious bias

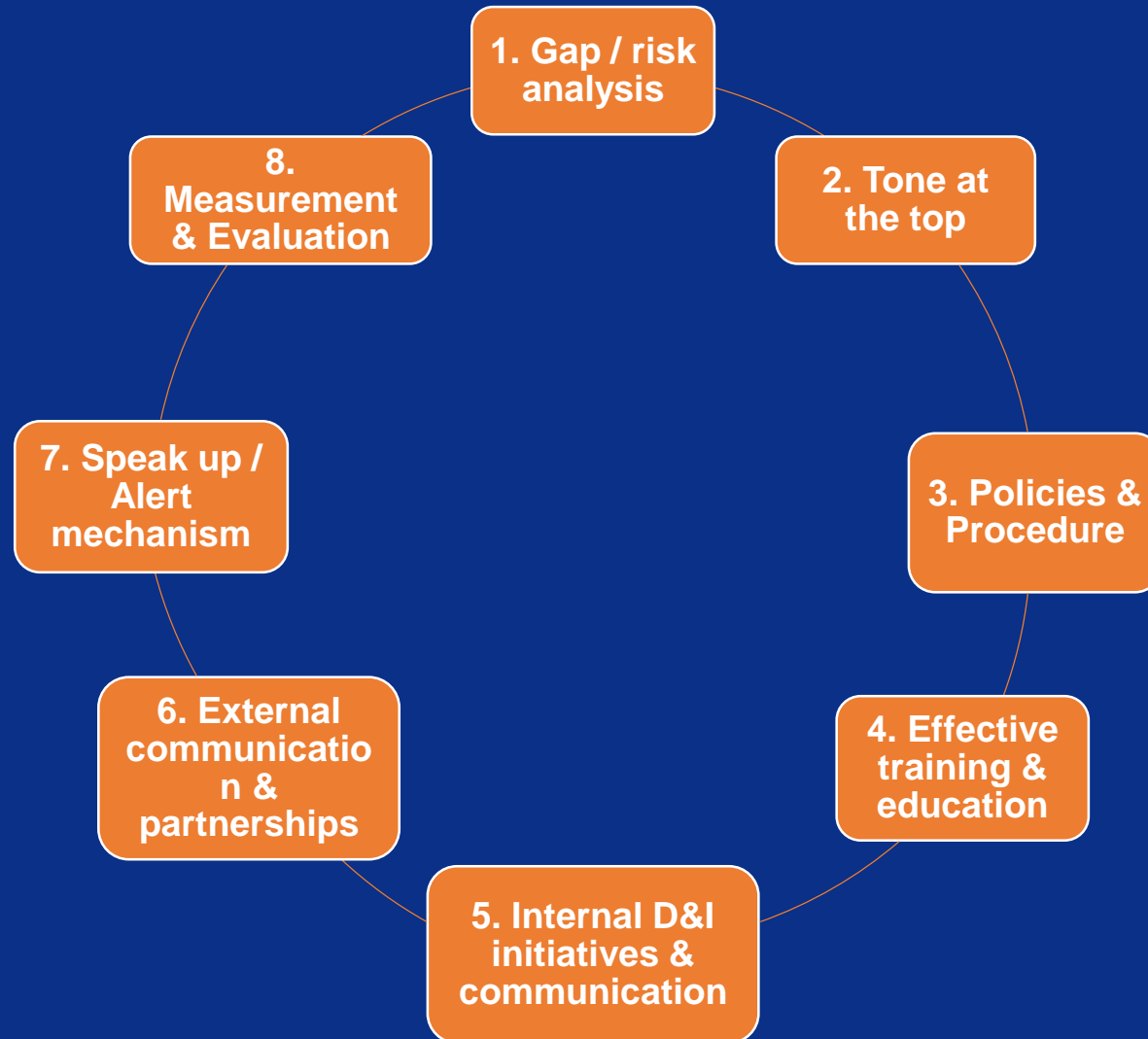


Next actions



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8 key elements of a D&I programme



Focus on the Code of conduct

Threshold step: benchmarking, identify best practices

Targets: ELSA members (binding) and external stakeholders (not binding)

Approach: be concrete and practical while avoiding a legalistic language

Content:

- Definition of the terms (D&I),
- ELSA's commitments (e.g. offer opportunities to all European law students)
- Remind ELSA's values and principles
- Set the expected norms of behaviours (notably with regards harassment, bullying)
- Speak up mechanism

The logo for ELSA, featuring the lowercase letters 'elsa' in a white, serif font.


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Developping an inclusive culture


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Promoting inclusion

 **Reflect on your experience** – did you feel included? What helped?


 **Consider your own behaviour** – what messages are you sending


 **Small things matter** – names, acknowledgements, meeting times, etc.

 **Notice who is not being included** – meetings, events, breaks, drinks, diners, brainstorming, etc.

 **Show interest, ask questions** – projects, teams, opportunity

 **Notice language** – how things are said

 **Establish feedback loops** – ways to get new or quieter voice in the room

 **Know how to acknowledge and consider new ideas** – even if ultimately things go in another direction

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Case studies*

*The following cases are fictive.



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Case study 1

- Four members of a Local Board are distributing flyers to join the Association in the hallway of their private University.
- A Fresher, known for being mocked of her ethnic origins, asks how she can join the Association.
- The President of the Local Board quickly answers: “This is not an Association for you. It is only for cool people. Now please leave, if you stay here, other students will not talk to us”.

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Case study 2

- As the end of their term is coming to an end, National Officers of a National Board are trying to find potential candidates for their position.
- During a Board meeting, all Board members have found candidates for the next National Council Meeting, except the President.
- Board members ask the current President if he has had conversations with all local Presidents and specifically mention a local President who has only been in the Network for a year but who has shown a real dedication to the association and great ideas.
- The President replies while laughing: “No, why would I encourage a girl to lead such a national Network? There is no way, she can handle this tough position and represents us in front of partners!”



Key take away

- Start the conversation within your Board and Network
- Ask yourselves the essential questions
- Create an inclusive environment for your Board and (future) members
- Speak up if you are aware of any situations that goes against ELSA's values



Any questions?

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