

#MyVisibleDifference

...IN THE WORKPLACE

Face Equality Day is the perfect opportunity to get your workplace talking about visible differences.

Millions of people across the UK identify as having a visible difference such as a mark, scar or condition that affects their appearance. While we have seen some positive changes, many people with a disfigurement still face isolation, discrimination and hostility.

By getting people talking about looking different in the workplace, we can break down stereotypes, improve relationships, and take the stigma out of something that affects us all.

This pack has tips, ideas and resources to help get your workplace involved and start the conversation.

If someone is treated differently because of their visible difference this may be discrimination and might be against the law.

The Equality Act 2010, which looks to protect against discrimination in many aspects of life including employment, recruitment and customer service, considers severe disfigurement within its disability protections.

If you are or if you think you could be experiencing stigma and discrimination at work:

- Raise the issue with HR
- Talk to someone you trust
- If your organisation has an Employee Assistance Programme, consider contacting them (this is an employee benefit programme that helps employees deal with personal and/or work related problems. Their services usually include assessment, short-term counselling and referral services).
- Find out if your organisation has a policy on bullying and harassment
- Take a look at our support pages <https://www.changingfaces.org.uk/adviceandsupport>

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Employers should not judge your capability for a job based on your looks. And, if anything, diversity should be celebrated more in the work place, as we can all bring our backgrounds and unique qualities to create a strong team.

Shankar, 25, Vitiligo

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TEXT FACEEQUALITY TO
70085 TO DONATE £5.

ACTIVITY IDEAS

There are lots of ways you can get your organisation involved in Face Equality Day. These can range from arranging events to starting conversations within meetings or on your intranet. We've included some ideas to use as inspiration. Or get creative and design your own – we'd love to hear what you get up to!



GOT FIVE MINUTES?

- Raise awareness on your intranet pages about Face Equality Day



GOT TEN MINUTES?

- Take our Face Equality test

Every one of us has 'unconscious bias' where we might hold less favourable ideas about certain groups of people. Implicit Attitudes Tests, developed by social psychologists at Harvard University, can be used to test levels of bias.

- Take the test

<https://www.changingfaces.org.uk/campaign/face-equality/take-face-equality-test>

You and your colleagues can take our Implicit Attitudes Test yourself on a computer, tablet or phone. It takes around ten minutes, and you'll be given your own score at the end. Take the test now! Most people find that their result shows that they do have some unconscious bias, and that's okay. Even when we think we treat everyone equally and with respect, implicit bias can remain.

What's important is how you then act, talk and make decisions with awareness of that potential bias.

On our website you will find advice and support. And our team is also here to help companies and organisations with training and development.



GOT HALF AN HOUR?

- Run a lunch and learn session and show one of videos
- Organise a Face Equality fundraiser
- Run a 'walk and talk' event to encourage colleagues to get outside and have conversations.
- Set up a discussion on Yammer or other internal message board for employees

SPREADING THE WORD

By encouraging employees with a visible difference to write a blog, it can make a huge difference to opening up the conversation on visible difference in the workplace

- Encourage your colleagues who have their own experience of visible difference to tell their story in their own words.
- Include a quote or paragraph from someone senior within your organisation about why they're supporting Face Equality Day and why this is important to your company.
- Include a short description of what the campaign is, and how people can find out more and get involved themselves.
- Let your colleagues know what resources are available to them and what they can do if they need support.

SPREADING OUR MESSAGE FURTHER

Help get the word out by talking about your plans on your organisation's social media channels. Alternatively consider whether your activities might be of interest to local media.

Use your email signature to share news about Face Equality Day, and encourage conversations.

Another great way to share a message in an office is through an all-staff desktop background. It's the first thing people will see when they login in the morning and often one of the last things they will notice at the end of the day too.

If your office or reception area displays internal communications, we have static images and subtitled videos you can make use of depending on what suits your set up best.

SIGNPOSTS TO SUPPORT

It's great to start the conversation in your workplace. Sometimes this can mean that people will need some support as sensitive conversations may bring up difficult things. Please feel free to use the below text.

If you or a loved one have a visible difference and need some advice or support please get in touch www.changingfaces.org.uk 0345 450 0275

FUNDRAISING IDEAS

Thanks to the generosity and determination of supporters like you, we are able to deliver vital advice, support services and networks for people with a visible difference. But we can't stop there; we know that we've still got a lot to do. Every penny you raise can make a difference, and that's why we need people like you.

Don't forget to ask your employer if they offer matched giving. That's £1 for every £1 you raise!

Some inspiration...

- Have a collection in a prominent position for the public or your staff to give donations.
- Auction of promises – such as making the teas for the whole team for a week or how about taking over the big chief's job for a couple of hours! Auction the promises over the company intranet or on the staff noticeboard.
- Donate a percentage or portion of sales or profits.
- Dress down day - Take the tie off and charge people to have a dress down day.
- Last hour's pay - Donate your last hour's pay - and encourage others to follow your shining example.
- Payroll Giving - Do you know if your company offers Payroll Giving? It is a super simple, tax-effective way for employees to give to Changing Faces directly from their pay cheque.
- Stairway to cash - Ditch the lift and get sponsored per step. If you work in a high-rise block, you'll be quids in and super-fit.
- If you regularly ask for customer feedback, get customers involved in fundraising by suggesting your company makes a donation for every customer survey returned.
- Bring the X Factor to your workplace. Everyone's got a party piece they'd love to show off for a good cause. Let the bosses stand in judgement - or how about having a good old-fashioned clap-o-meter?
- Clear a space in the office (and in your mind) and embark on a yoga challenge. Whether it's the lotus, the tree or even the warrior, see how far these poses can stretch your colleagues' donations.

- Time is money. Challenge colleagues to roll in to work early for a week and get sponsored for your efforts. Or do the opposite and raffle/ auction off a duvet day instead.
- Set up a JustGiving Page <https://www.justgiving.com/changingfaces> and click 'Start Fundraising' to set up your safe and secure online fundraising page.
- Please make cheques made payable to Changing Faces and send to: Changing Faces, 33-37 University Street, London, WC1E 6JN.
- Why not pay by phone? Put the funds into your bank account and call us on 0345 450 0275 to pay by credit or debit card.

WE ARE HERE TO HELP

We couldn't squeeze all of our tips and ideas in here, so please get in touch if you would like any more support or special fundraising materials:

communications@changingfaces.org.uk
0345 450 0275

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 @FaceEquality

 /changingfacesuk/

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