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SOCIO-ECONOMIC & CLASS INEQUALITIES



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About D'Rose & Sabrina Shadie



D'Rose Development Consultancy Ltd - Award winning Ethics & Equity specialist, providing consultancy, advice and training.

Founded on personal experiences of Intersectionality supported by 20 years of professional experience in Inclusive learning, education and diversity focused roles.

Find out more on our website [DroseBusiness.com](https://www.drosebusiness.com) and follow our founder Sabrina Shadie on LinkedIn <https://www.linkedin.com/in/sabrina-shadie/>

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Definitions

Ethics - moral principles that govern a person's or organisation's behaviour or the conducting of an activity.

Equity - recognizes that individuals have different circumstances, allocating resources and opportunities specific to the individual's needs to enable them to reach an equal outcome.

EDI - Equality, Diversity and Inclusion

For more information and terms of reference you can visit our website and attend our online Community of Champions events.

The Equality and Human Rights Commission have a handbook which provides definitions of the 9 Protected Characteristics - <https://www.equalityhumanrights.com/en/publication-download/equality-act-2010-handbook-advisers>

The Legacy of Colonialism



There are 2 essential facts which need to be defined before we start our discussion –

1. The concept of RACE is a social construct created to enable and justify the exploitation of Africa and then other continents of the global south.

2. The current binary concept of GENDER is a social construct created to enable and justify the oppression of women.

Patriarchy and misogyny play a large role in colonial mindsets, which are built on the notion of gender and racial hierarchy.

Black History in the UK starts long before the rise of Colonialism. We can evidence that Black people were here as long as 10,000 years ago as evidenced by the DNA discovered in the remains of the Cheddar Man.

Book recommendations for Black British History -
Black and British by David Olusoga
Natives: Race and Class in the Ruins of Empire by Akala

The story of colonisation and the continued misinformation regarding Black culture, Black people, shared global history and Black achievements, were established as part of the dehumanisation of Africans to better enable the enslavement and transportation of enslaved people.

Akala Full Address and Q&A at Oxford Union

The American exploration of the Black experience is more developed than modern Black British identity, as British Racism is more subtle and viewed at a distance. As if the actions of the British Crown and government in the colonies were disconnected with the values and ethics of the 'home country'.

Dr. Joy DeGruy

The Church (both Catholic and Church of England) not only supported and enabled the enslavement, colonisation and subjugation of Black and Brown people but also profited from the process.

Church of England links to slave trade

The wealth generated from the economic growth, manufacturing and industrial developments enabled significant improvements in the UK from access to goods and more exotic products to the establishing of well known institutions including banks, universities and corporations.

David Olusoga on the Guardian's linked to slavery
Lloyd's of London – A journey of reflection

So how does Colonialism impact our lives today? Nothing much has changed, the systems still remain and the power structures maintain the inequalities.

The Legacy of Colonialism

Socio-Economic Inequalities



Often when we discuss Colonialism, it is pictured as a distant and historic story with little relevance to our modern day lives. But to understand the longterm impact we need to consider the way our current society is structured from and in support of colonial and elitest systems.

“A man who could afford fifty dollars had a pair of boots that'd still be keeping his feet dry in ten years' time, while the poor man who could only afford cheap boots would have spent a hundred dollars on boots in the same time and would still have wet feet. This was the Captain Samuel Vimes 'Boots' theory of socioeconomic unfairness.”
Terry Pratchett, Men at Arms - [Good Reads](#)

The hierarchy of social inequalities founded on gender and racial concepts, dictate a person or group's social value. Elitism sits at the basis of the UK's social interactions, because it underpins the systems on which modern society was built. Engaging in Higher Education, Politics, Legal Justice, Land Ownership, Business Ownership, Finance and Trade all require existing economic resource. Without initial capital, it is difficult to engage in these spaces. Often requiring individuals to take on excessive debt to secure access, that debt often counteracts the advantages being gained as it diverts financial resource for extended periods, delaying the benefit of the investment.

Controlling access to adequate resources is a key system by which disadvantage and discrimination are maintained. Having access to clean air, water, food, clothing, health care, housing, education, employment, family and community are all human rights and form the basis of human needs. Few would dispute that access to these essential resources should be universal but with over 20% of the [UK population living in poverty](#), many whom identify with one or more protected characteristic, it is clear that access to these resources is not equal. Inequalities in employee salaries, insecure housing, inconsistencies and disparities in investment in public services and discriminatory practices of gatekeepers and decision makers, [all contribute to the challenges faced by diverse and under-served groups](#).

The link between poverty and longterm health issues is well documented, although we see little public discussion about the [impact on those with existing disabilities](#) and health conditions, who's cost of living is already higher (limited secure employment, costs of prescriptions, medical appointments, accessible transport etc).

In addition to financial inequalities, research shows that [a lack of 'social capital'](#) or knowing the 'right people', aka nepotism, also has detrimental impact on diverse groups in overcoming socio-economic disadvantages. For diverse groups who have multiple interseccionalities (i.e. more than 1 protected characteristic) these effects are compounded. Often knowing 'someone' in the organisation where you are applying for a job or having connections and common ground with decision makers, will increase a person's chances of success.

By reducing access to resources and establishing systems which benefit those who already have resources and connections, wealth and power are maintained.

Socio-Economic Inequalities



So how can we effect change?

1. Understand our personal, professional & organisational power & privilege
2. Consider ways we might benefit from socio-economic and resource inequalities
3. Use our voice to raise awareness and amplify the stories of diverse groups
4. Ensure our actions align with our values

But what real actions are we able to undertake or commit to, which ensure that our values and behaviours are aligned?

This exercise is founded in the 10 Components identified by the Good Business Charter. Consider each of the areas listed below and identify from 1-10 how important it is to your organisation (1 = highest importance). Consider if the organisations stated values are different from the behaviours and cultures.

In which areas could your organisation implement a change to improve socio-economic outcomes for under-served and diverse stakeholders?

| | Importance | Priority |
|---|------------|----------|
|  Promoting Diversity & Inclusion | | |
|  Commitment to Customers | | |
|  Fair & Prompt Payment of Suppliers | | |
|  Ensure Appropriate Payment of Taxes | | |
|  Environmentally Responsible | | |
|  Ethically Sourcing Materials & Supply Chain | | |
|  Committed to Fair Contracts, Pay and Hours | | |
|  Employee Wellbeing & Representation | | |
|  Investment in Local or Global Communities | | |
|  Active Corporate Social Responsibility | | |

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Links & References

We have provided the full links below in case the direct links don't work.

The Myth of Race – BBC Ideas <https://youtu.be/926PqQUOVOg?feature=shared>

Theories of Gender: Crash Course Sociology #33 https://youtu.be/CquRz_cceH8?feature=shared

Natural History Museum – Cheddar Man: Mesolithic Britain's blue eyed boy
<https://www.nhm.ac.uk/discover/cheddar-man-mesolithic-britain-blue-eyed-boy.html>

Black and British by David Olusoga <https://www.waterstones.com/book/black-and-british/david-olusoga/9781529065602>

Natives: Race and Class in the Ruins of Empire by Akala
<https://www.waterstones.com/book/natives/akala/9781473661233>

Akala – Full Address and Q&A – Oxford Union <https://www.youtube.com/watch?v=WUtAxUQjwB4>

Dr. Joy DeGruy (Excellence Through Diversity Distinguished Learning Series)
<https://www.youtube.com/watch?v=laztUibh-v0>

The Guardian - Exhibition lays bare Church of England's links to slave trade
<https://www.theguardian.com/world/2023/jan/31/exhibition-lays-bare-church-of-englands-links-to-slave-trade>

David Olusoga on the Guardian's links to slavery: 'That reality can't be negotiated with'
https://www.youtube.com/watch?v=SfpKDKJrH_s

Lloyd's The transatlantic slave trade – A journey of reflection <https://www.lloyds.com/about-lloyds/history/the-trans-atlantic-slave-trade>

Inclusive Employers – The Legacy of Colonialism in I&D
<https://www.inclusiveemployers.co.uk/blog/the-legacy-of-colonialism-in-id/>

Good Reads – Terry Pratchett, Men At Arms 'Poverty Quotes'
<https://www.goodreads.com/quotes/72745-the-reason-that-the-rich-were-so-rich-vimes-reasoned>

Joseph Rowntree Foundation – UK Poverty 2023: The essential guide to understanding poverty in the UK <https://www.jrf.org.uk/report/uk-poverty-2023>

Natwest Time to Change report – our progress so far <https://www.natwestgroup.com/news-and-insights/latest-stories/diversity-equity-and-inclusion/2023/may/time-to-change-report-our-progress-so-far.html>

The Health Foundation – Inequalities in poverty <https://www.health.org.uk/evidence-hub/money-and-resources/poverty/inequalities-in-who-is-in-poverty>

Aspire Consultancy – The Black Entrepreneur Report 2021 <https://www.aspire-consultancy.com/post/black-entrepreneur-report-2021>

The Good Business Charter 'Our 10 Components' <https://goodbusinesscharter.com/our-10-components/>

D'Rose Community of Champions <https://drose-development.newzenler.com/bethechange>
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Feedback and Engagement

We welcome feedback on our training and resources. Please get in touch by emailing us at Support@DRoseBusiness.com

We also encourage all attendees of our training to join and engage in the D'Rose Community of Champions. An online community of advocates for inclusion and wellbeing from various sectors and industries.

Find out more by visiting our [Community of Champions](#) page or by sending us an email #BeTheChange

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D'Rose hosts a number of events, training and EDI practice coaching for professional at all stages and levels. If you would like to know more about our services and Community of Champions Initiative you can contact us directly or visit our website DRoseBusiness.com


D'Rose is a specialist training provider and we pride ourselves on creating and delivering high quality, inclusive training experiences. Founded in our Ethics & Equity Strategic Framework our training content, resources and tools provide practical skills, knowledge and understanding to promote inclusive practices in workplaces and communities across the UK. Our services include online CPD certified training courses in over 50 work skills related subjects, which are available to everyone.

We host monthly events to provide group coaching and support for individuals developing their inclusive practice, knowledge and skills.

D'Rose works in partnership with other Diverse led organisations to host and support various events around the UK, delivering workshops and speaking on topics of Ethics, Equity, Diversity, Inclusion, Wellbeing and Accessibility. To find out more please visit the website.

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