

6.2 Who is the odd one out among us?

Step 6. Map Time: 60 min 2-20 participants

Summary

Most of us are aware of the norms we break, but it is more difficult to see which norms we conform to. By being able to relate to norms and our own position in a conscious way, we see what we need to learn more about or in which areas discrimination is more likely to occur. What is it like in your team - for whom is the organization adapted for?

What to do:

- Appoint a moderator.
- The moderator goes over the guidelines.
- Read the text "In the eye of the norm" and do the individual task. Can usefully be done as preparation for the exercise.
- Carry out the 6 steps in the group exercise. Remember to document your discussions and conclusions for possible use in step 7 and action planning.

Conversation guidelines

- Assume that "everyone" is in the room ("those of us who...").
- Remember that we have different prior knowledge and experience of the themes raised, so show respect.
- Think freely and interpret each other kindly.

Exercise

Number of participants: max 20

Material for the exercise:

- Printed image of animals from the individual part, see below.
- Flip chart, whiteboard, screen or other equipment that enables drawing and summarising of your discussions so everyone can see.

If you then want to continue working on the examination, it is recommended you use the material in Step 7 and the exercise "1,2,3 ACTION!".

MAKE EQUAL

In the eye of the norm

Norms are unwritten rules and expectations on how we should be, look and behave. They exist in all situations and in all organizations. They can be positive and carry values that we want to live on. They can also be negative and limiting for both organizational development and the individuals affected. In order to be able to make the most of our differences and promote inclusion, we need to understand and make visible the internal norms that we have. Only when we are aware of them can we consider which we are satisfied with and which we want to change. However, this is easier said than done. Especially for those of us who fit in with most of, or all of the norms that prevail in the situations. This can be called being in the eye of the norm, to draw parallels to the more well-known term “in the eye of the storm”. In the middle of the eye of the storm it is very calm, but as you move further away from the middle, the wind gets extremely strong and unmistakable. The effect can be, for example, that those of us who break our norms do not apply for jobs that we advertise, or do not stay with us if employment has begun. It can also result in us forming the organization so that it only suits some of us at the expense of others. This can be detrimental to people’s health and opportunities as well as to our organization’s development and our success in reaching the customers we want to. Look at the image below (can also be found in Step 2 - LEARN! The Discrimination Act). Everyone gets the same test so it must be fair. Or is it? What do you think? Do the conditions differ between participants?



"A gorilla teaches four other animals (an elephant, a giraffe, a seal and a monkey). A tree is visible in the background. The gorilla says: "For this to be fair, everyone must pass the same test. Start by climbing up that tree."

Individual Task:

Based on yourself, fill in the table below, “The Teflon Test”. Check the box that best fits you. Be honest, you will not have to share your results with anyone if you don’t want to. The aim is to make your position visible in order to be more aware of which norms you conform to and which you break. In the rows at the bottom you can fill in your own categories that you think are relevant to think about. Think both on the basis of society in general, and internally at your workplace. Are there differences or similarities?

The test is taken and modified from: <http://www.jamstall.nu/verktygslada/teflontestet/>

The Teflon test

I feel friction due to the believes around me connected to:

	Never	Sometimes	Often
My gender?			
My ethnicity?			
Min age?			
Min sexuality?			
Min belief?			
Min function ability?			
My socio-economic position?			
Min body size?			
Min education level?			
Where I live or where I grew up?			

Most of us are aware of the norms we break, but it is more difficult to see which norms we conform to. By being able to relate to norms and our own position in a conscious way, we see what we need to learn more about or in which areas it is easier to discriminate unintentionally. The word teflon is used to symbolize an area that nothing burns on or sticks to, due to a person’s preconditions. These are areas

MAKE EQUAL

where one has little or no friction with the norms in society. If an entire work group or organization ticks the boxes in the matrix in a similar fashion, there is an increased likelihood that the group will find it difficult to identify certain challenges and limitations thus a risk in excluding those of us with different experiences or other backgrounds.

Exercise: Who is the odd one out among us?

Watch the film clip together: [Under the surface at work](#) (2 minutes) (In Swedish)

Start from the picture of the animals in the individual exercise. Divide the group into reasonably sized discussion groups and let each group discuss:

- What does the odd one out look like in your discussion group? i.e. which backgrounds are your work procedures and your activities adapted for?
- What does the odd one out look like in your organization? i.e. which backgrounds are things adapted for, which type of person/backgrounds blend in, which type of person/backgrounds find it easiest and are taken as given in the organization?
- Note that this is not about naming individual people's names in relation to who the odd one out is and who has advantages. It is about patterns and structures.

Get back together as one group. The moderator draws a square/circle on the flip chart/whiteboard/screen. The groups share what they have come up with and the different backgrounds/prerequisites are written in the box (by the moderator or by one of the people in each group). The box is now filled with the norms and ideals that you have discovered.

Then discuss which backgrounds/characteristics and group associations do NOT fit in the norm and write them outside the box. Feel free to come up with concrete examples during the discussion. 5, Discuss which advantages and disadvantages those of us who are INSIDE the box receive? Discuss which advantages and disadvantages those of us who are OUTSIDE the box receive? In general, those of us inside get more advantages and those of us outside have more disadvantages.

Choose one or two of the identified norms (i.e. that which is inside the box) that you consider problematic. Then brainstorm suggestions for strategies and measures that you can take to change the norm and create more equal conditions for all. Think about the effects of changing and of not changing them, and how you should proceed. Don't forget to document your thoughts in order to work further with them and follow them up going forward.

Extra material for those interested

- [Clip that shows the importance of selfreflection and to be kind to ypurself in the process](#) (in Swedish):