



## DIVERSITY & INCLUSION CONVENING REPORT

Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It is an indicator of a community's awareness and ability to address disparities

### BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

The foundation hosted the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convened to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

### THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Diversity and Inclusion as one of seven priorities contributing to the quality of life in Bermuda. Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It speaks to a community’s awareness and ability to address disparities, particularly with respect to low income, gender, disability, race, sexual orientation, and age.



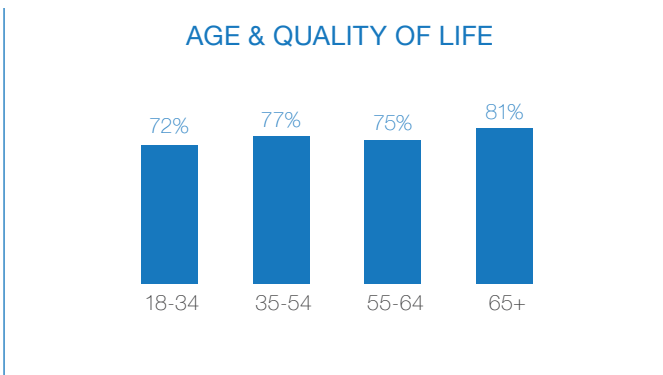
The Vital Signs report assessed residents’ feelings of acceptance by their community. Residents were asked to indicate how often, if ever, they felt uncomfortable or out of place for various reasons. It is positive to note that the bulk of residents reported that they never felt out of place because of their citizenship, religion, gender, or sexual orientation. Most notably, the majority of the population felt uncomfortable or out of place because of their skin colour or race. Those more likely to feel out of place because of their skin colour or race include women (35%), middle and higher household income earners (33% and 35%), residents between the ages of 35 - 54 years (36%), and non-Bermudians (38%) compared to their respective counterparts. At the same time, it is interesting to note that black (29%) and white (31%) residents are equally likely to experience feelings of alienation because of their skin colour or race.

Results from the Vital Signs report survey showed some important differences in perceived quality of life according to age. The quality of life, experienced across the population, improves slightly with age with residents aged 65 years and older rating their quality of life more positively than others. Residents’ priorities vary with respect to the factors which can determine quality of life. Younger residents cited greater concern on the economy, employment, cost of living, cost of housing, and the environment.

### WHAT PEOPLE THINK

RACE	CITIZENSHIP	RELIGION	GENDER	SEXUAL ORIENTATION
<b>31%</b>	<b>23%</b>	<b>12%</b>	<b>8%</b>	<b>5%</b>
of residents feel uncomfortable or out of place some or all of the time because of their skin colour or race	of residents feel uncomfortable or out of place some or all of the time because of their citizenship status	of residents feel uncomfortable or out of place some or all of the time because of their religion	of residents feel uncomfortable or out of place some or all of the time because of their sexual gender	of residents feel uncomfortable or out of place some or all of the time because of their sexual orientation

WHAT PEOPLE THINK

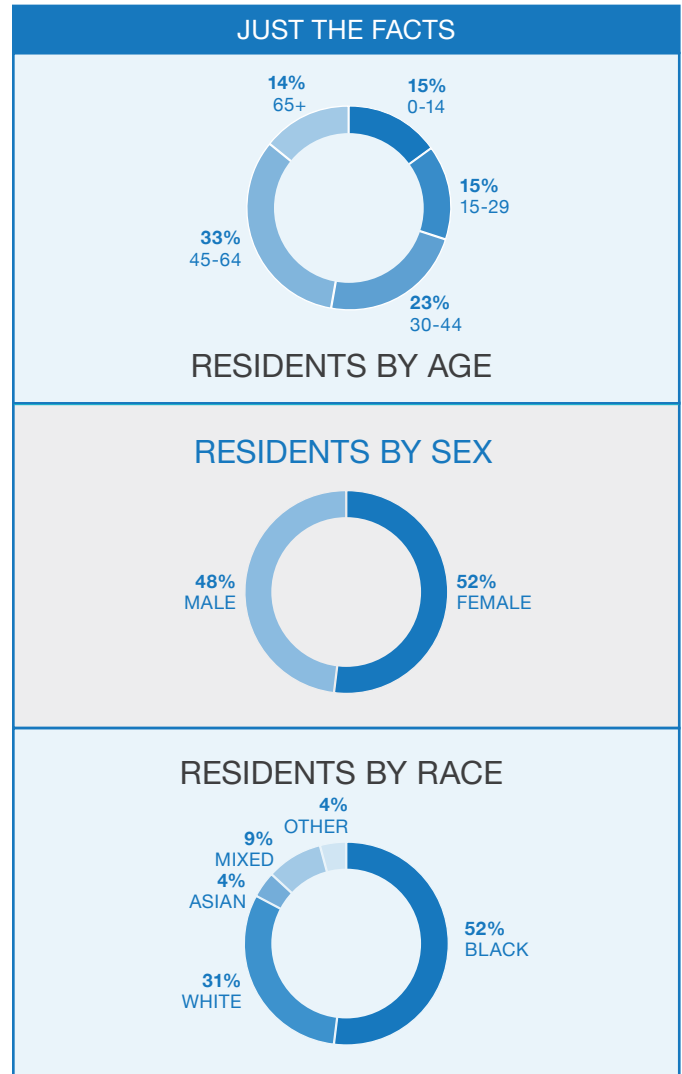


By comparison, older residents were more concerned with the population's physical and mental health, crime and violence, and diversity and inclusion. Meanwhile, residents within the middle age categories (between 35 and 64 years old) point to a greater need for improved conditions in terms of access to higher education and the availability of housing.

Certain segments of the population, including women, black residents, and youth experience higher levels of stress compared to their respective counterparts, and are less satisfied with their quality of life and many of the factors that support it. Interestingly, the level of stress reported by residents is consistent across income levels. Moreover, the prominent racial inequities evident in Bermuda merit attention, especially regarding unemployment, occupation, income, and education as they relate to quality of life.

THE PLAN

On December 9, 2018 the ninth in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



## VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

### • DIVERSITY & INCLUSION •

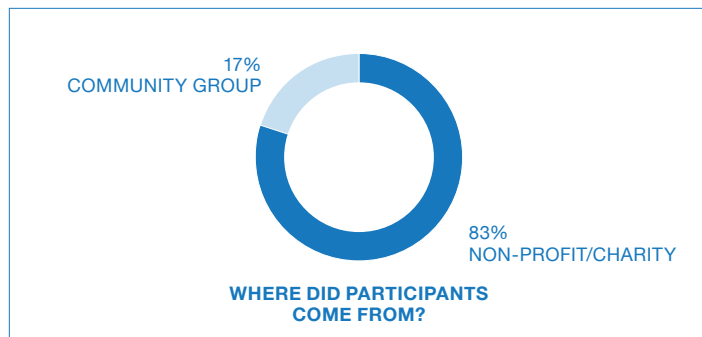
<b>Income equality</b>	<b>Public policy and expenditure that supports good quality employment,</b>	
Improved income equality	Improved incentives to employment	
<ul style="list-style-type: none"> <li>Average household disposable income</li> <li>Increase in income as a result of the multiplier effect</li> <li>Ratios of highest paid to lowest paid employees across private, public and third sectors</li> </ul>	<ul style="list-style-type: none"> <li>Availability and use of back to work programmes</li> <li>Government support for flexible job schedules and for work-life balance</li> </ul>	
<b>Reduced harassment and bullying</b>		
Change in level of sexual harassment	Reduced prevalence of bullying in schools <i>(links to a reduced prevalence of bullying in schools which can lead to students feeling calmer/less anxious that can result in an increase in educational attainment)</i>	Reduced prevalence of workplace bullying <i>(links to employees feeling calmer/less anxious leading to an increase in employee morale)</i>
<ul style="list-style-type: none"> <li>Proportion of people claiming to have been a victim of sexual harassment in the last 12 months</li> </ul>	<ul style="list-style-type: none"> <li>Number of school pupils claiming to have been bullied</li> </ul>	<ul style="list-style-type: none"> <li>Number of people claiming to have been harassed or bullied at work</li> </ul>
<b>Change in contact with the Criminal Justice System</b>	<b>Strong and safe communities</b>	
Reduced level of negative interaction with Criminal Justice System	Increased public support for the tolerance of difference	
<ul style="list-style-type: none"> <li>Number of First Time Entrants (FTEs) into the Criminal Justice System</li> <li>Number of Penalty Notices for Disorder (PND)</li> <li>Number of Police Cautions Issued</li> <li>Number of prosecutions and convictions</li> </ul>	<ul style="list-style-type: none"> <li>Change in levels of discrimination of stigma in society toward people on any grounds</li> <li>Rates of hate crime, racially motivated attacks and violence</li> <li>Support of differences (including nationality, socio-economic status, sexuality, religion, political views)</li> </ul>	

**Key Outcome Category**    **Specific Outcome**    • Indicator(s)

*We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm*

## WHAT THE EXPERTS SAID

A majority of participants for this conversation were from the charity/non-profit sector (83%) and the remainder represented community groups (17%). Some participants represented organisations whose work focused on a specific segment of the population, while others represented groups focused on specific social issues. Their varied perspectives contributed to a productive conversation. One participant commented on the opportunity to collaborate in this conversation, *“I’m happy to be a resource and provide more commentary and get feedback for my organisation on these important issues. Policy structure and resources are all going to be needed - and hopefully we get a framework that gets over the hurdles of being so siloed in the area of diversity, equity, and inclusion. I think that the exercise [prioritising outcomes] was wonderful and hopefully the Bermuda Community Foundation has achieved its goals in continuing its successes following the Vital Signs survey.”*



Participants were asked to state their confidence in the efficacy of the prioritized outcomes. The participants were split down the middle in terms of their confidence that the prioritized outcomes (if achieved) would improve the quality of life for Bermuda residents. Fifty percent reported that they were extremely (16.67%) to very confident (33.33%) and fifty percent of participants reported moderate (16.67%) to slight confidence (33.33%). This division is likely due to many factors including optimism for the future and pragmatic perspectives rooted in past experiences of discrimination and exclusion.

As well, the purpose of this exercise was to consider diversity and inclusion for all Bermuda residents which comprises several groups with equally varied histories and experiences of discrimination. One participant shared skepticism for the possibility that the different groups would be able to work together to obtain the prioritized outcomes, *“It is therefore not surprising that people see ‘diversity’ through different lenses. When another area is not their focus, its importance diminishes, irrespective of the conversation in the room. The conversation reinforced my conviction that individual groups are still going to be fragmented in this area and are going to continue to be weakened collectively as we each continue to fight our own battles.”*

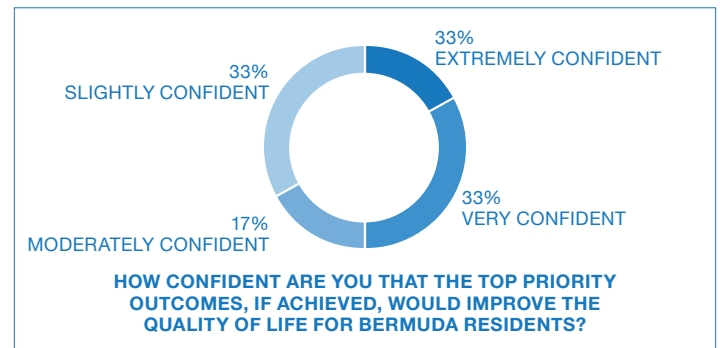


I feel that the outcomes are positive and achievable but not without legislation and access to legal advice...

- Participant comment



Another comment reflected the necessity of interdependence amongst the different organisations, despite perceived acceptance in the community for a specific group and/or cause – *“I still feel that our organisation won’t get the same credibility in Bermuda as [organisations working on] issues of race and gender. However, we’ve always been focused on collaboration and how issues of sexuality intersect with those of race and gender, partly because of how important it is to our community, but also because as a small organization we cannot operate in a silo.”* In the distillation of these comments, both recognised the need for all participants to see beyond their particular causes and work together toward the goal of inclusion and appreciation of diversity for all who inhabit the island.



There was a shared perspective that the desired changes, regardless of organizational focus, would require legislative action. Participants commented that *“the achievement of the outcomes would require structural change”,* and *“I feel that the outcomes are positive and achievable but not without legislation and access to legal advice...I was happy to see the top outcome, but there [will be] heavy work getting there!!”* Another participant shared that legislative change was the only way their constituents were able to gain ground – *“The outcomes as ranked in the first round [of the prioritization exercise] do not resonate with my organization. There is no ability to change hearts and minds, so creating a legal framework was our only way to gain ground. People at the top have the responsibility to provide structures that allow people to experience their constitutional rights.”*

There was also the recognition that achieving the outcomes would require a great deal of citizen agency – *“The top priorities chosen in the context of Diversity and Inclusion often imply a structural change and a strong political will. The road to achieving these goals will be lengthier as it will require, in addition to educational efforts, activism on the ground and engagement of the civil society in the political process.”*

Some participants correlated the lack of inclusion to income inequality. One participant stated that by *“addressing income inequality [we would have] addressed one of the major divides in Bermuda.”* There seemed to be a perception amongst some participants that, despite membership in any marginalized group, poverty represented a common thread in the fabric of social exclusion.

Another participant suggested that income equality in Bermuda was a more tangible and obtainable goal - *“I do believe we need to do something concrete like income inequality, and not just through minimum wage increases, but in all ways that wage disparities separate the ‘haves from the have-nots’. For example, how wage earners are taxed would be a great way to begin the process of inclusion in a very tangible fashion. Then to support this by reviewing policies and procedures and training to educate and re-educate as well as establishing effective strategies to minimize the “othering” of those who are not like us, is a good place to start.”* While it is not uncommon for historically marginalized groups to be over represented in the lower income echelons of society, it is not true for all groups.

Ultimately, it appeared that the majority of participants agreed that legislative action, structural changes, and citizen agency were crucial to achieving the prioritized outcomes. One participant eloquently captured this sentiment along with the recognition that human compassion was needed for any degree

of change. *“As a colonial western society, by our very nature we are traumatized, burdened with guilt, shame and ancestral anger and suffering. Yet in our deepest wounds is our greatest hope, strength and opportunity to heal and grow. We therefore need to put structures, policies and procedures in place to help us become a more compassionate society. This does not happen by throwing “crumbs” to “the other” or by creating more charitable deeds for the ‘other’ (we are already doing that quite well); but, by looking the other in the eye and knowing, trusting and believing that ‘they’ and ‘we’ are one. This is true compassion! Out of this place of caring and with this kind of attitude we can become truly serious (and sincere) about the policies and resources we put in place and know that to help ‘the other’ is to help ourselves and to help all of us. So I believe it is not so much what we do...as we don’t lack trying here in our Bermuda community, but more HOW we do what we do and with what intentionality, compassion and deep desire do we apply our efforts so that they stick, support and evolve as we do, as community.”*

## WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

## WHO WAS THERE

Adrian Harnett-Beasley	Deputy Chair/ Co-Founder	OUTBermuda
	Official Board Member	Wesley Methodist Church
Cordell Riley	Vice President	Citizens Uprooting Racism in Bermuda
Danielle Riviere*	Executive Director	Centre on Philanthropy
David Northcott	Executive Officer (former)	Commission for Unity and Racial Equality
	Member	Two Words and a Comma
	Diversity Consultant / Trainer	British Airways / Metropolitan Police
	Programme Manager (former)	Diversity Institute of Bermuda
Françoise Palau-Wolffe	Human Rights Coordinator	Warwick Academy
	Chairperson (former)	Amnesty International Bermuda
Glen Fubler	Director	Imagine Bermuda
Janet Ferguson, PhD	Executive Director	Lifelong Learning Centre
Joanne Wohlmuth	Chairperson	Peace and Social Justice Ministry of the Roman Catholic Church
	Human Rights Mediator	Consultant
	Social Activist Contemplative	The Living School, Center for Action and Contemplation (New Mexico)
Lisa Reed*	Executive Officer	Human Rights Commission
Lynne Winfield	President	Citizens Uprooting Racism in Bermuda
Michelle Scott	Director	Citizens Uprooting Racism in Bermuda
	Former Chair	Human Rights Commission
	Former Chair	Commission for Unity and Racial Equality
Nadine Henry*	Senior Youth Services Development Officer	Youth Services / Department of Youth & Sport / Government of Bermuda
Russel Lister*	Advisor	Youth Parliament
Sara Clifford*	Education Officer	Human Rights Commission

\*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Intern Mercedes Pringle.

## AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

Access Bermuda  
 Age Concern Bermuda  
 Ageing and Disability Services  
 Association of Bermuda International Companies  
 – Diversity and Inclusion Committee  
 Bermuda Centre for Creative Learning  
 Bermuda College / Student Groups  
 Centre Against Abuse  
 Centre for Justice  
 Chain Reaction / Rachel's Challenge

Community Education and Development Programme  
 – Government of Bermuda  
 Youth Services, Department of Youth & Sport  
 – Government of Bermuda  
 ICT Policy & Innovation  
 – Government of Bermuda  
 Parliamentary Registrar Office  
 Rotary Interactors  
 Windreach  
 Women's Resource Centre

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



**5 GENDER EQUALITY** Achieve gender equality and empower all women and girls

**10 REDUCE INEQUALITIES** Reduce inequality within and among countries

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS** Promote peaceful and inclusive societies for sustainable development