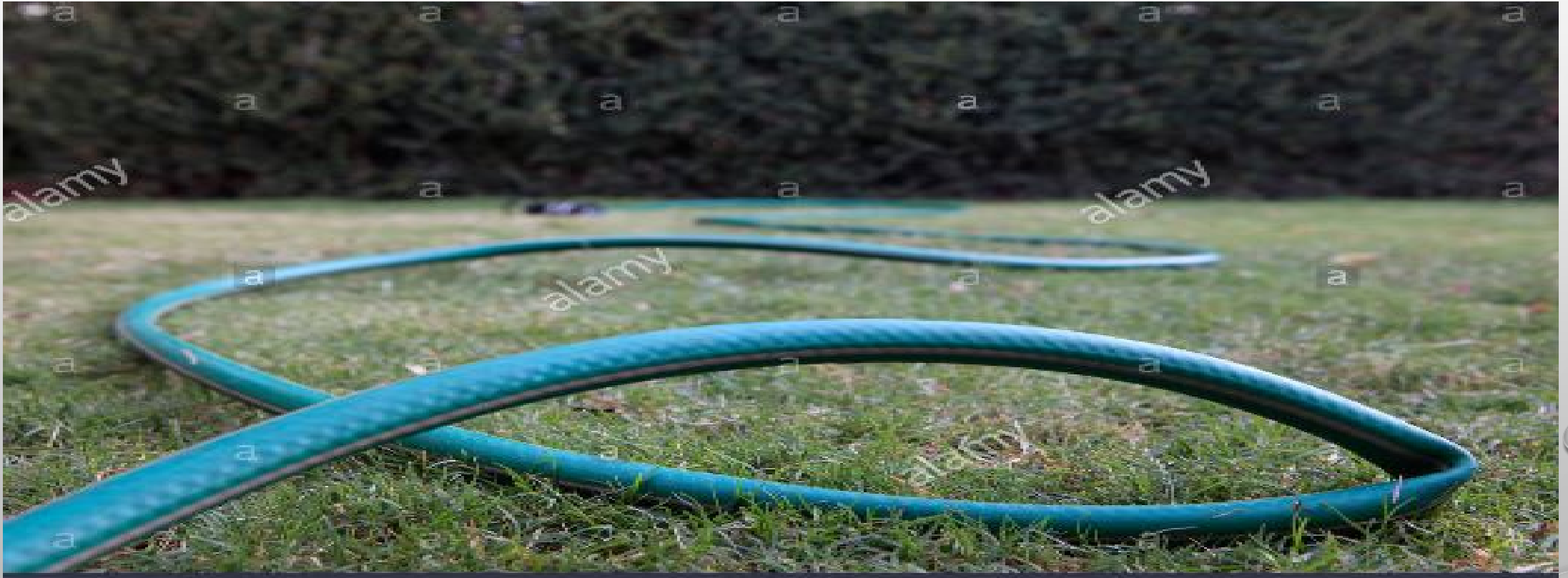


The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The largest droplet is in the bottom right corner, while others are smaller and more numerous in the top left and bottom center areas.

UNKINKING THE HOSEPIPE

PAM BROWN

KINK HUNTING WITH PURPOSE AND INTENT



MAJOR KINK

WE EMPLOYED A BLACK
PERSON LAST YEAR

EXETER UNIVERSITY

If that came in, we'd be having a stupidly horrible social that's for sure 😏

We could afford to actually do South Africa social

11:28

Buy blacks in bulk ★ 11:28

Bars on the shed 11:28

You only need to go as far as Mauritania to get slaves

11:29

Much cheaper 11:29

PRIMAL PACK MENTALITY

White pupils at Bath school 'tied up and whipped black student for mock slave auction'

RENT-A-MINORITY


RENT-A-MINORITY

[HIRE A MINORITY](#)

[SIGN UP AS A MINORITY](#)

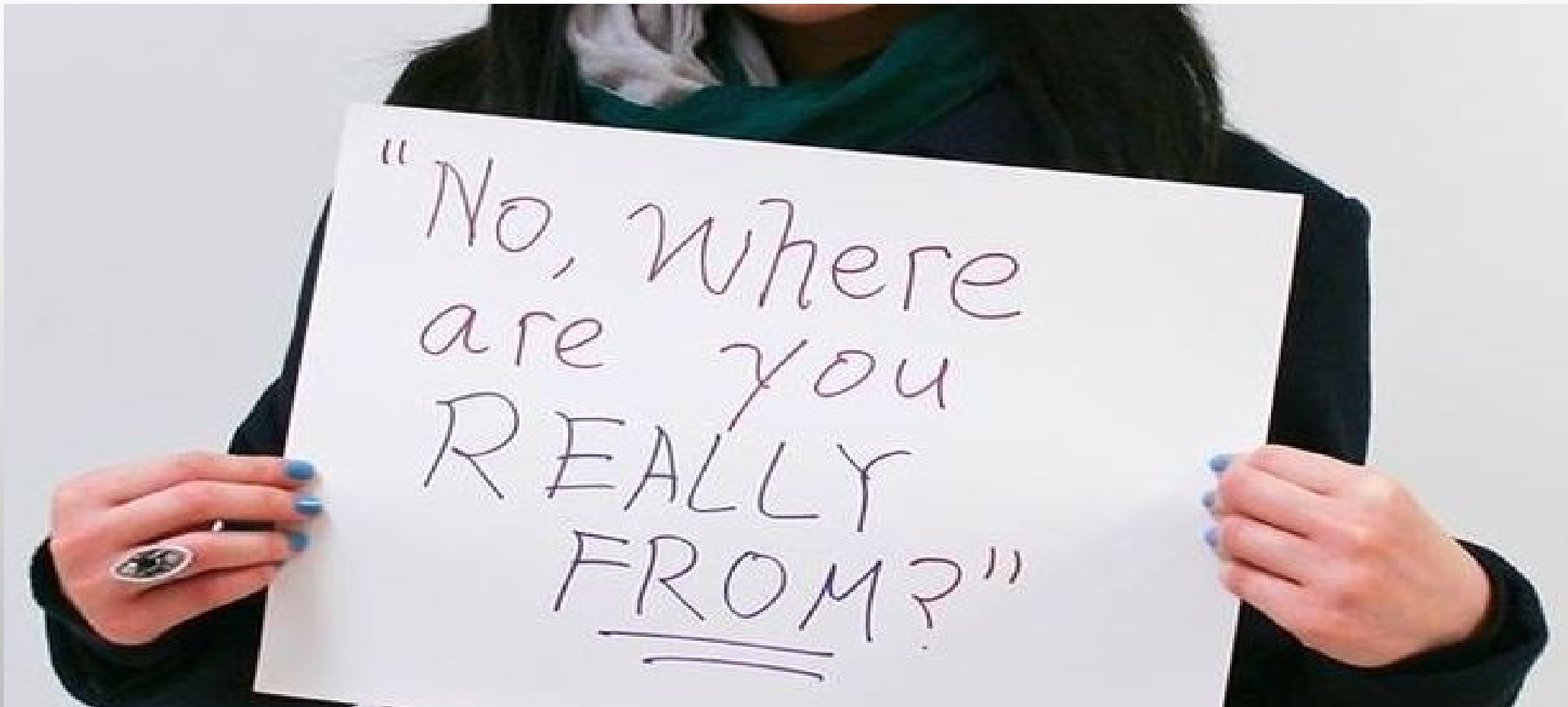
[MINORITY REPORT](#)

Get Ethics With Our Ethnics

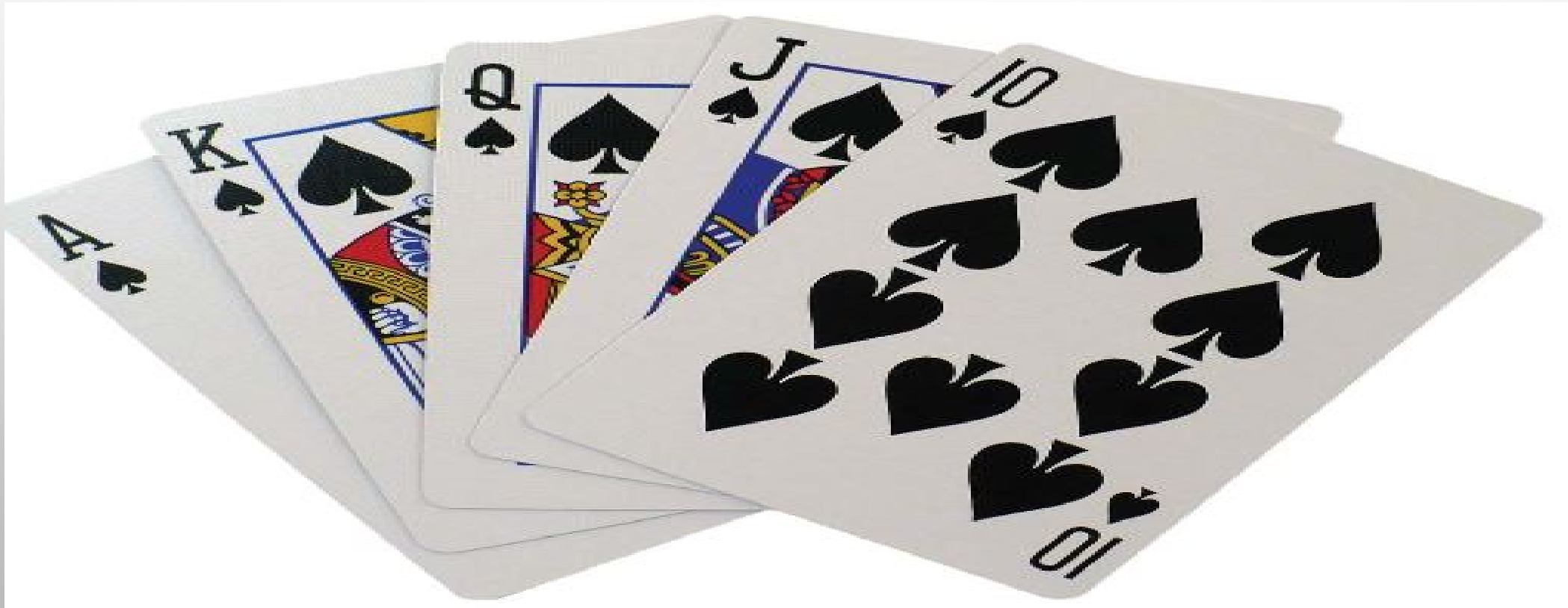
We have a minority for every occasion



MICRO AGGRESSIONS



FIVE PLAYING CARDS TO HIDE BEHIND



STRAIGHT FLUSH

- IF BME PEOPLE APPLIED OF COURSE WE WOULD RECRUIT AND PROMOTE THEM
- WHAT ARE YOU TALKING ABOUT-HAVE YOU SEEN OUR BME NUMBERS?
- WE JUST WANT THE BEST PERSON FOR THE JOB
- I HAVE NEVER HAD THIS CONVERSATION. IT MAKES ME DEEPLY UNCOMFORTABLE
- I KNOW ITS NOT HAPPENING FAST ENOUGH BUT WE ARE TRYING

88% IMPROVEMENT



NUDGE AWARDS

- WHEN RECRUITING NEW OFFICERS, AVON & SOMERSET CONSTABULARY FOUND THAT WHILE 60% OF WHITE APPLICANTS WERE PASSING THE SITUATIONAL JUDGMENT CAPABILITY STAGE, THE PASS RATE AMONG BLACK AND MINORITY ETHNIC (BME) CANDIDATES STOOD AT 40%.
- THE NUDGE REWORDED THE EMAIL SENT TO ALL CANDIDATES CONGRATULATING THEM ON PASSING AN EARLIER STAGE IN THE RECRUITMENT PROCESS, ADDING THE REQUEST THAT THEY “TAKE SOME TIME TO THINK ABOUT WHY YOU WANT TO BE A POLICE CONSTABLE” BEFORE MOVING ON TO THE NEXT TEST.
- WHILE THIS CHANGE HAD NO DISCERNIBLE IMPACT ON THE PERFORMANCE OF WHITE APPLICANTS, THE PASS RATE AMONG BME CANDIDATES LEAPT BY 50%. IT’S BELIEVED THAT PREVIOUSLY A SIGNIFICANT NUMBER OF BME APPLICANTS WENT WRONG BY TRYING TO GIVE THE ANSWERS THEY THOUGHT A WHITE CANDIDATE WOULD PROVIDE. THE NUDGE IN THE EMAIL MADE A HIGHER PROPORTION TRUST THEIR GUT INSTINCTS, LEADING TO THE MORE HONEST RESPONSES RECRUITERS WANTED TO HEAR AND A MUCH-IMPROVED SUCCESS RATE AMONG THESE APPLICANTS.