



# Diversity of Thought



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# Overview

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- **A Perspective from Policing and Emergency Services**
- **What do we mean by ‘Diversity of Thought’?**
- **The battle between concepts of Equality, Diversity & Inclusion vs. Context**
- **Making it work and being realistic**

# Inclusion & Diversity Vision



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## Operational Policing

- We will deliver policing services that are fair, easy to access and responsive to the diverse needs of the people we serve.

## Understanding Our Communities and Building Confidence

- We want to better understand the communities we serve.

## Our Employees

- We want the British Transport Police to be an inclusive employer where our people feel happy, productive and can bring their whole selves to work.

# What do we mean?



When we talk about **'Diversity of Thought'**, we're talking about two separate notions:

1. Accommodating those with **neurodivergent conditions**, whilst also valuing the different perspectives and insights that they bring
2. Creating a culture where an expected conformity to **'group think'** and **uniformity** can be challenged, whilst still being able to maintain and deliver the objectives and purpose of an organisation

# Context vs. Concepts



## Equality, Diversity, Inclusion.....and *Belonging*?

- 'Belonging' can be interpreted as **uniformity** to a stereotype; which has masculine traits, doesn't show emotion and takes orders; rather than shows initiative.
- The focus should be on being able to be **yourself at work**, in all our unique, varied and wonderfully different forms so it's important that we all play a part in creating a working environment where individuals can be their 'genuine self'.

# Making Room



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Accommodating 'Diversity of Thought' must start with an understanding of whether it's truly wanted, welcomed and valued in an organisation....and if it is, where will (and won't) it work?

## First Steps

- Checking individual role requirements and understanding what values and behaviours we're looking for.
- Ensuring provision, criterion and practice match.
- 'By exception' arrangements? Or True culture change?

# Finally...to Summarise



- Be realistic about what can and can't be accommodated and take steps to understand what values and behaviours come with 'Diversity of Thought'.
- Ensure that everyone understands this; and that being **yourself** is a strength, not a weakness. After all, we're all human!

**Everyone is Valued, & Every  
Experience Invaluable.**