



FACE EQUALITY
INTERNATIONAL

Ensuring the facial difference community can live freely,
without indignity or discrimination.

CREATING APPEARANCE INCLUSIVE WORKPLACES

Face Equality International's Employer Training scheme

By Phyllida Swift, CEO, and Dr Hannah Saunders, QMUL

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Background to the training



Employers unsure on good practice. Hidden issue in HR



Ignoring preferable to offending?



Disability = function = no support

Training sessions



Lunch & Learn

- **Colleagues**
- **Attitudinal barriers and myth-busting**
- **Community accounts**



HR Workshop

- **Colleagues**
- **Attitudinal barriers and myth-busting**
- **Community accounts**

Ongoing issues

- Costing sessions
- Contracts and payroll
- Ensuring trainer wellbeing
- Admin time
- Evaluating impact and continuous improvement





About the session

What is a facial difference

Living with a facial difference

Noticing cultural messaging

What can I do?

Questions at mentimeter





What is a facial/visible difference?

Congenital (born with), acquired, episodic

Is it just cosmetic?

Is it contagious?

Is it a disability?

Is plastic surgery available?



What's it like living with a facial difference?

Staring

Curiosity

Anguish

Recoil

Embarrassment

Dread

"I was compared to another female colleague – a friend of mine – and we were called 'the beauty'

"Despite being a very high performer, I wasn't able to take part in a photo shoot when the royal family visited because my image 'didn't fit' with the company profile".

Quotes from Changing Faces, 2017, D

A colleague sent an email about me to all other colleagues and said I wouldn't be in today as my facial boils have burst and taken me with them. He sent it from a shared work email so I saw it.

Community facts

Discrimination exists across contexts e.g. at school, in work, in justice system, in public places.

Humans associate with beauty with positive personality traits, but make negative assumptions about people with visible differences.

Psychological distress is common.



It emphasises the idea that **everyone**, regardless of their facial features, **has inherent value** and should **be respected** with the **same rights and opportunities**.

Cultural messaging about visible difference

Movies

Musicals

Online trolls

Halloween masks

Charity fundraising

'Ugly' photo filters



Do:

- Offer to stay in touch while a colleague is recovering or off sick
 - Include them in work events
 - Be alive to the behaviour of clients, suppliers etc. Familiarise yourself with relevant procedures on anti-harassment so you can support your colleague in a difficult situation if requested
 - Talk to HR about ideas to become more welcoming as an organisation
 - Be supportive of staff who care for a dependent with a visible difference
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Don't:

- Stare or treat someone differently because they look different
- Ask someone about their facial difference, unless they say they want to talk about it. Use their terminology if you do.
- Assume that they won't be comfortable in a customer-facing role.
- Make life difficult if they have to take sick leave or work flexibly
- Gossip or use nicknames related to their difference

Outside of work

For children/parents:

Parents' Guide to Destigmatising Disfigurement

Books to read and discuss with kids - FEI Reading List

Wonder by RJ Palacio – 10+

Face by Benjamin Zephaniah – teen+

TV: BBC's Malory Towers

For adults:

FEI Resource Hub

Follow FEI on social media at @faceequalityint or visit www.faceequalityinternational.org

Avoid movies and programmes featuring negative stereotypes. When you do see them, call them out on social media!

Keep in touch

We'd love to tell you more about what drives us, how we're run, and what our vision is for the future, so please don't hesitate to reach out via info@faceequalityinternational.org or phyllida.swift@faceequalityinternational.org

There's also plenty more info at: faceequalityinternational.org Or on our social channels: [@faceequalityint](https://twitter.com/FaceEqualityInt)

Face Equality International is a UK registered charity, with the no. 1198641

