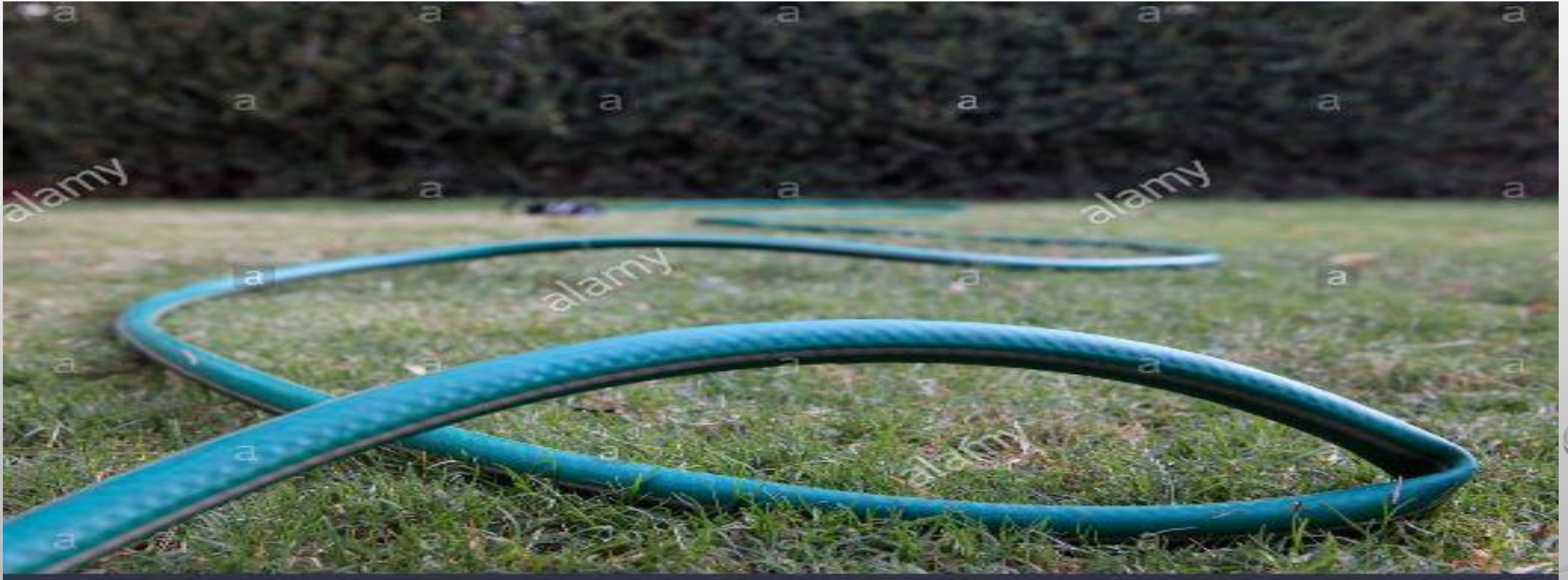


The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The title text is centered in the middle of the slide.

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'

At both the University and the school, when the perpetrators got caught, they all protested it was just a joke. A bit of harmless fun/banter

“We didn’t really mean it!”

But, ‘ In Whatsapp, veritas!’ as the Romans might have said.



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





**IF YOU THINK THIS SITE IS REAL PLEASE
RAISE YOUR HAND**

**IF YOU THINK PEOPLE CONTACTED THE SITE
EITHER TO RENT A MINORITY OR BE A
MINORITY FOR RENT RAISE YOUR HAND**

Using satire to make a point about tokenism in diversity

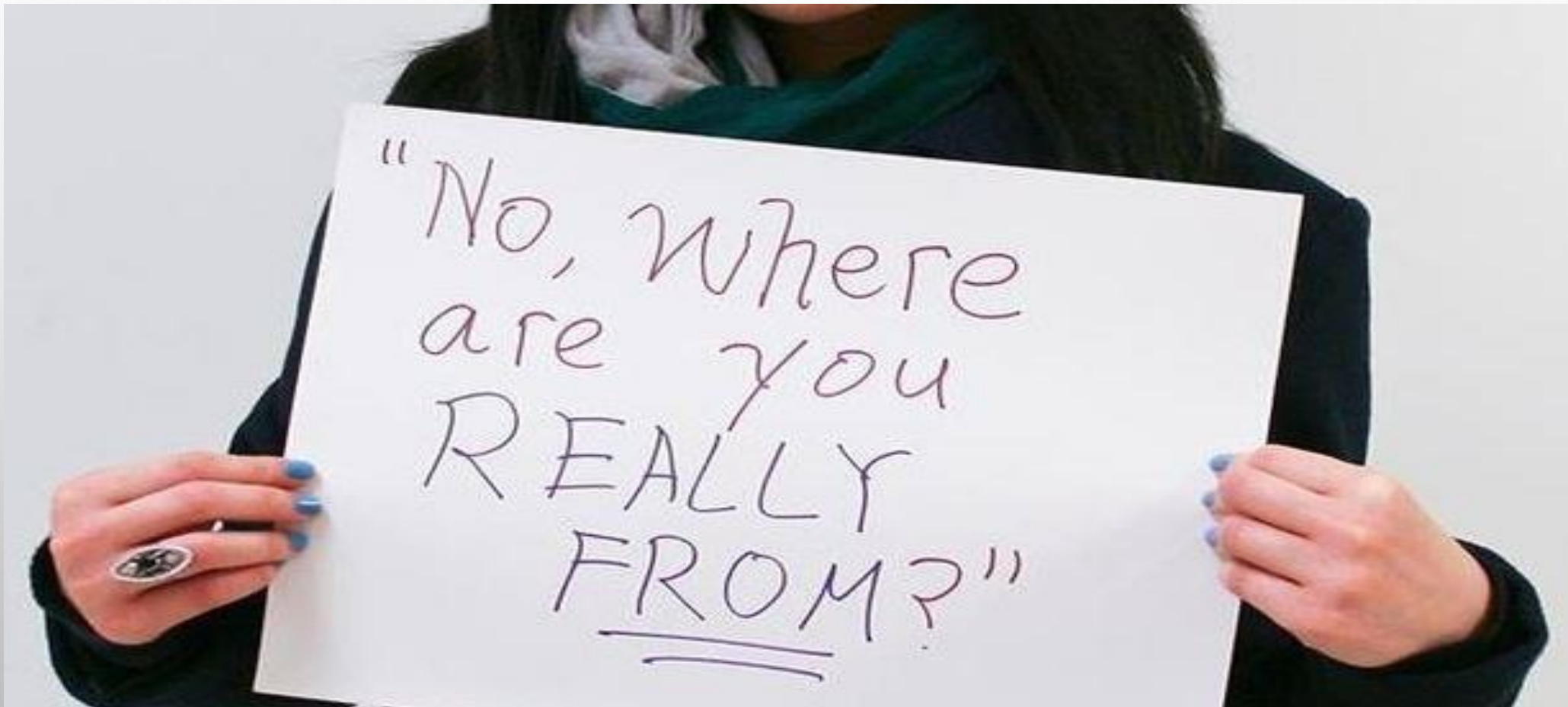
FAQ'S

I AM A STRAIGHT WHITE MAN AND I FEEL EXCLUDED BY THIS. CAN YOU MAKE YOUR SITE A LITTLE BIT MORE ABOUT ME?

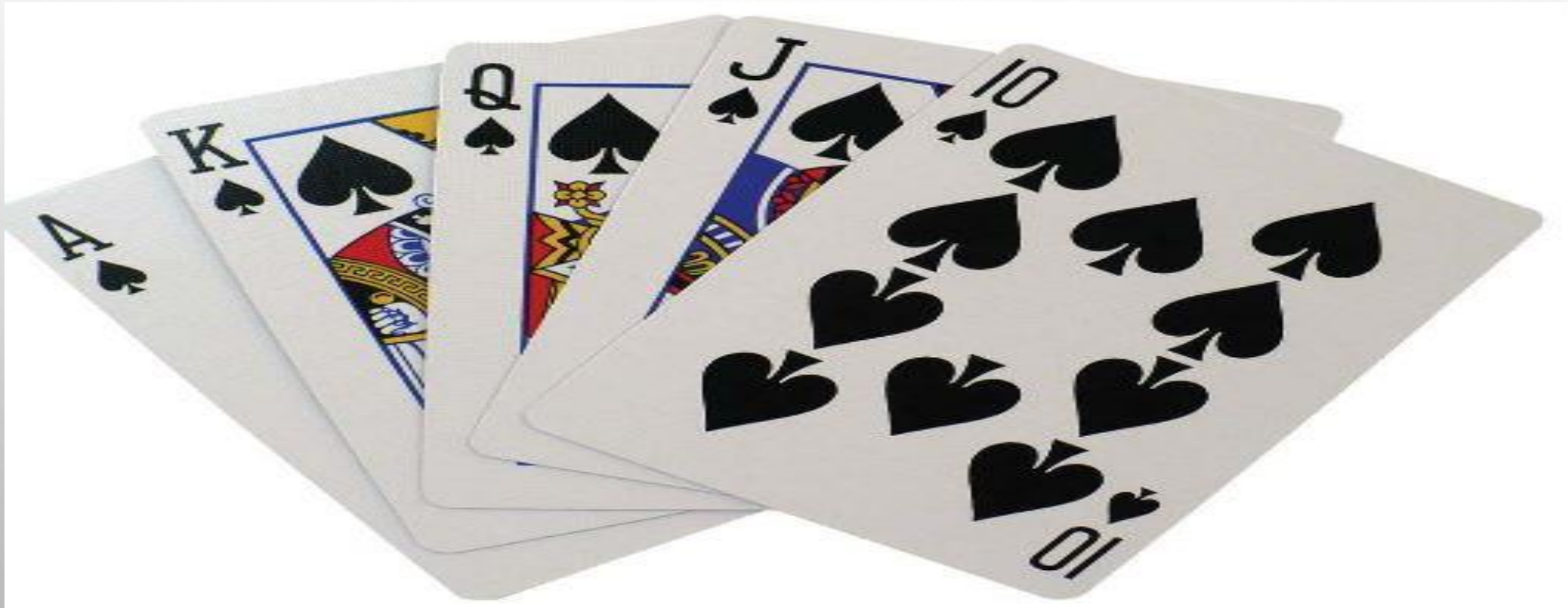
“I'M SORRY THAT YOUR FEELINGS ARE HURT. I HAVE LISTENED TO YOUR FEEDBACK AND, IN RESPONSE, AM CURRENTLY WORKING ON RENTAMAJORITY.COM STAY TUNED. IN THE MEANTIME, THANK YOU FOR YOUR INTEREST IN MAINTAINING THE STATUS QUO. I MEAN, 'EQUALITY', IT'S OVER-RATED, RIGHT?”

ARWA MAHDAWI FOUNDER

MICRO AGGRESSIONS



FIVE PLAYING CARDS TO HIDE BEHIND HARD TO FIND KINKS



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 THEORY

- 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.

The background of the slide is a light gray gradient. In the top-left and bottom-right corners, there are several realistic-looking water droplets of various sizes, some overlapping. The text "Thank You" is centered in the middle of the slide.

Thank You