



Working together for more diverse representation in communications

By
Isabell Wutz
Communication Officer

Lack of diversity representation

French police investigate attack on woman, 22, for wearing skirt

Student says she was punched in face in Strasbourg by three men who said 'look at that whore'



All types of diversity

- **Races/ethnicities**
- **Genders**
- **Ages**
- **Abilities**
- **Body types**



All types of communication

- **Text, Visual** & (Verbal)
- Communication (outputs) is only as good as the tools we have and use

Diversity in text: Bridging the language gap



generequalitymedia Ein Jahr lang haben wir im Medienscreening beobachtet, wie (sexualisierte) Gewalt gegen Frauen für #Clickbaiting missbraucht wurde. "Beziehungsdrama" oder "eskalierender Ehestreit" ist kein Entertainment sondern ein #Gewaltverbrechen. ✘ Also benennt es auch so, liebe Medien! 🌟

Diese Grossmutter wird neue Chefin der Welthandelsorganisation

Die Nigerianerin Ngozi Okonjo-Iweala hat riesige Probleme zu bewältigen. Mindestens kommunikativ wird sie das problemlos meistern.

Bei der Welthandelsorganisation WTO bricht eine neue Zeitrechnung an: Erstmals in ihrer 25-jährigen Geschichte steht eine Frau an der Spitze des Verbundes von 164 Ländern. Die 66-jährige Nigerianerin Ngozi Okonjo-Iweala wird für vier Jahre in das WTO-Chefbüro in Genf einzutreten, sobald ihre Wahl formell bestätigt ist.

Dort überlebe die frühere Finanz- und Aussererministerin Nigerias kaum Zeit finden, den grandiosen Blick auf den Genfer See und den Mont Blanc zu geniessen. Zu gross sind die Herausforderungen für die neue Chefin. Die Organisation, die

die Regeln für den Welthandel garantieren soll, steckt seit Jahren in der Krise. Das grundsätzliche Problem der WTO ist die Abkehr von verbindlichen Abkommen zwischen allen Mitgliedern zu Gunsten von bilateralen oder regionalen Pakten.

Dazu kommen die Auswirkungen der Coronapandemie. Der eingebrochene Warenaustausch und die drohenden Handelskriege werden die Generaldirektoren in Atem halten. Und sie wird helfen müssen, die Blödsäde der Berufungsinstant des WTO-Schiedsgerichts aufzulösen. Das Gericht, das internationale Handelsfälle lösen soll,

ist ausser Gefecht gesetzt, seit die Regierung von Donald Trump 2019 die Ernennung neuer Richter verhindern hat.

Nur Trump stelle sich ihr in den Weg

Laus ist auch der Ruf aus dem globalen Süden. Viele Entwicklungsländer fürchten, dass sie punkto Comenzampfangen zu kurz kommen werden. Hilfe verspricht derzeit ein Vorschlag aus Indien und Südafrika: Sie wollen den Patentschutz ihrer Impfstoffe vorübergehend aussetzen, um armen Staaten zu helfen. Die EU und andere reiche WTO-Mitglieder wollen von ähnlichem Pa-



Ngozi Okonjo-Iweala, 66, ist die neue WTO-Chefin. [Foto: Reuters](#)

terschutzlockerungen jedoch nichts wissen.

Genau diesen EU-Staaten aber verdankt Okonjo-Iweala die Wahl auf den mächtigen Posten. Die USA unter Präsident Donald Trump blockierten jedoch die Ernennung der Afrikanerin über Monate. Der neue US-Präsident Joe Biden stellte sich jetzt hinter sie – und verhalf ihr damit zum Sieg.

An der Qualifikation der vierfachen Mutter und Grossmutter gibt es aber nach wie vor Zweifel. Kritiker werfen der ehemaligen Vizechefin der Weltbank vor, dass sie sich in ihrer Karriere kaum mit Handelsfra-

gen befasse habe und die WTO wenig kenne. Okonjo-Iweala sieht genau darin eine ihrer Stärken. Sie sei keine WTO-Insiderin, sagt sie, und verweise auf den «neuen Blick», den sie auf die schwerfällige Welthandelsorganisation werfen könne.

Auch auf die Frage, wie sie die komplexen Geschäfte hinter den WTO-Kalissen der Öffentlichkeit verkaufen könnte, dürfte die Harvard-Chemikerin eine Antwort bereit haben: Seit letztem Sommer ist sie im Vorstand des Kommunikationsteams des Twitter.

Jan Dirk Herbermann aus Genf

French police investigate attack on woman, 22, for wearing skirt

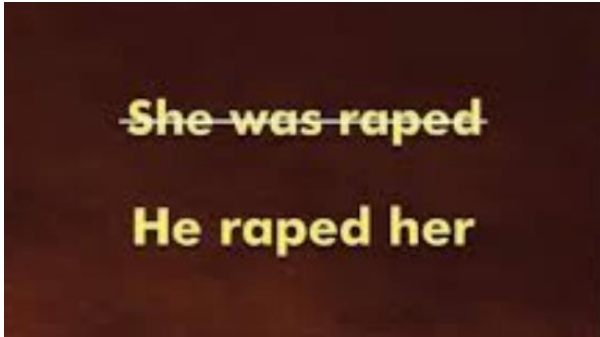
Student says she was punched in face in Strasbourg by three men who said 'look at that whore'

Minister for Special Education describes children without additional needs as 'normal'



Minister of State for Special Education Josepha Madigan has come under fire for describing children without additional needs as 'normal'. Picture: Julien Behal

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France **men who allegedly assaulted a French police investigate attack on woman, 22, for wearing skirt because they chose to**

Student says she was punched in face in Strasbourg by three men who said 'look at that whore'

thecourier.com.au Saturday November 07, 2020 THE COURIER 17

rape and sexual abuse of NEWS Man admits ~~sex with~~ child

BY ERIN WILLIAMS

A 32-YEAR-OLD man had sex with his step-daughter multiple times at the family home when she was aged between seven and 11 years old, a court has been told.

The man, who *The Courier* cannot name for legal reasons, pleaded guilty at the County Court of Victoria on Friday to five counts of sexual penetration of a child who he knew was his wife's daughter.

The offending occurred at a regional location west of Melbourne between May 1, 2016 and February 28, 2017, and between June 1, 2018 and September 24, 2019.

It occurred while the girl's mother was out - mostly when she was at work - in the girl's bedroom or in her step-father's bedroom.

Crown prosecutor Jamie Singh told the court the sexual offending started in May, 2016, after the man started massaging his step-daughter, who was experiencing soreness to her back and legs.

He said the man, a baker, became excited while massaging the girl and would pull his pants down and put his penis on her legs or rub his penis in between her thighs.

Mr Singh said the man stated the sexual offending occurred once every two weeks and it became frequent and escalated to oral sex and sexual penetration.

He said the man told police the "transgressions" occurred 40 to 50 times over two years.

On one occasion, the man was driving with the girl when he pulled over onto the side of the road and got her to perform oral sex on him.

"He said he always had to have his penis in her mouth or she wouldn't be allowed to leave," Mr Singh said.

He said another time at the family home, the man got his step-daughter to lay on her back on the bed and he performed oral sex on her.

The man said he knew what he was doing was wrong and it had to stop because he was about to marry the girl's mother in 2017.

The court was told on the third occasion, the girl was laying outside with her sibling inside. He placed his hand over her mouth while penetrating her before letting her go back outside.

The girl, who was aged seven at the time, was shaken and scared and didn't tell anyone what had happened.

Mr Singh said the man was removed from the family home in February 2019, but when he returned, he stated the sexual acts happened "sometimes once a month, sometimes twice a week".

In January 2019, the man and his step-daughter were watching television when he asked if he could rub against her before he ejaculated on her chest.

The court was told months later in September, the man filmed himself orally penetrating the girl. In the same month, the man locked the girl in his bedroom and performed oral sex on her.

The victim told her mother about the offending on September 24, 2019, saying she did not like being alone or around her because it scared her. The man was arrested on the same day after fleeing the family home.

The girl told police she was scared to tell her mother about the incidents because she thought her step-father would kill her.

Defence lawyer Michael Reardon did not provide an explanation of why his client committed the sexual offences.

He said the man had experienced drug and alcohol abuse issues, he had a long history working as a baker and he had been in two previous relationships where he fathered children.

Mr Reardon said a significant aspect of his client's offending was he had made full admissions and was remorseful. He said the man's guilty plea had saved the victim's mother from giving evidence in court.

Mr Reardon said the man stated to police he knew he hurt the victim, he should not have hurt her, he knew he would go to prison and he needed help.

The court was told the man, who does not have a criminal history, has spent 408 days in custody.

Judge George Gerogiou said he accepted the man's guilty plea was of utilitarian benefit. The man was remanded in custody to reappear via a video link for sentencing on December 4.

Diversity in text: Bridging the language gap

“She throws/runs/fights like a girl.”

“In a manly way.”

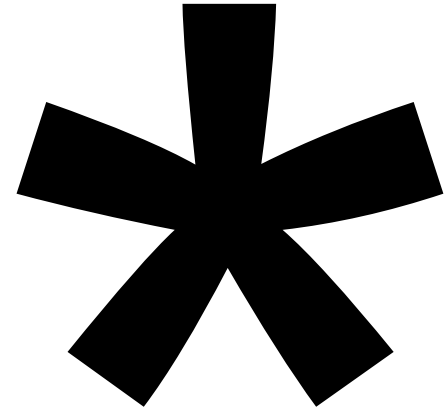
“Oh, that’s women’s work.”

“Thank you to the ladies for making the room more beautiful.”

“Men just don’t understand.”

Mankind → Humanity

Spokesman → Spokesperson



Diversity in images: Bridging the visual gap



Diversity in images: Bridging the visual gap

The collage features a variety of images: a man kissing a baby, two children holding hands, two children lying down, three women smiling, a woman and child on a beach at sunset, a child in a white chair, a family walking on a beach, hands being joined together, a tiger, a family silhouette at sunset, a family sitting in a field of flowers, a family in a forest, a family taking a selfie, silhouettes of a family, a family sitting together, a sign that says 'WE ARE FAMILY', a family silhouette on a beach, a family in a field, a family sitting on a couch, silhouettes of a family with arms raised, a family portrait, a family sitting on a lawn, silhouettes of a family holding up letters spelling 'FAMILY', a family on a beach, and silhouettes of a family with arms raised.

Family Images & Photos People Images & Pictures
Human

Meaning of Family | LoveToknow
family.lovetoknow.com

Why is it Called the Nuclear Family...
meriam-webster.com

Dysfunctional family - Wikipedia
en.wikipedia.org

Microsoft Family Safety
account.microsoft.com

December 2019 developments in child and ...
ec.europa.eu

How to Make Peace with Your Family | by ...
psiloveyou.xyz

What's your family role? | Psychologies
psychologies.co.uk

Having Healthy Family Relationships ...
verywellmind.com

Signs of a Toxic Family - Mindfully ...
corip.sychotherapyandtraumacentre.ie

Member of Family Unit - Immigration ...
immigrationrus.com.au

Definition of Extended Families ...
family.lovetoknow.com

What does family mea...
beststrongfamilies.org

Center for Family & Demographic Research
bgsu.edu

Getting along with family | Kids Helpline
kidshelpline.com.au

Ensure Your Family is Taken Care ...
leadingedgeplanning.com

Family - Wikipedia
en.wikipedia.org

Family Matters
isha.aathguni.org

Discover Family Builders and enjoy free ...
familybuildersok.org

Family, Education and Well-being
iwinf.org

Buying a Vacation Property with your ...
discover.bcoyabank.com

Learning Package 5 - Spending Time With ...
mobileapp.nlb.gov.sg

Related searches

Diversity in images: Bridging the visual gap

- Majority of the photos: Caucasian (or white) people, young, attractive, straight, able-bodied, happy = DEFAULT
- Default ≠ society as a whole
- Problem is that portrayal of diversity is a struggle and there are no authentic images.
- Goes further to show: poverty, abuse, vulnerability or anything not traditional

Imagery's diversity problem mirrors our society's larger problems with inclusion → collective responsibility in changing what's reflected

Communication for inclusion, diversity and equality

Authentic representation which includes showing different identities, skin tones, body shapes and abilities is vital to counteract an erasure.

Media plays a huge part in bolstering the status quo and effectively excluding large parts of the population.

Photo album



Way forward: Creating a photo album

- Recognizing and acknowledging our own biases
- Working with diverse tools
- → **Photo library**
(Different collections in the photo album)

Copyright free images & video clips

1. [Unsplash](#): Free (do whatever you want) high-resolution photos.
2. [Pixabay](#): Free high quality images.
3. [Pexels](#): Best free photos in one place.
4. [Flickr](#): More natural images (sometimes need to attribute)
5. <https://svgsilh.com/000000/>: Many icons in different colours

General free material: <https://archive.org/details/movies>

Free Sound Effects: <http://bbcscfx.acropolis.org.uk/>

Video clips

1. [Videezy](#)
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3. [Videvo](#)
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<https://sumall.com/free-marketing-images#VQap-I7F98E>

<https://designschool.canva.com/blog/free-stock-photos/>

<http://www.entrepreneur.com/article/248683>

[The Stocks](#): The best free photos in one place.

Questions?

Have you/your organization similar problems?

Have you/your organization rules about text and images?

Can we jointly work on collecting open source photos for use by all COFACE members and partners?



Get in touch with us!

COFACE Families Europe

Tel: +32 2 511 41 79

Email: iwutz@coface-eu.org

Website: www.coface-eu.org

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