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How Do I Talk About...

Race, Ethnicity & Nationality





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As we continue our Diversity and Inclusion (D&I) journey we are aware that ongoing support and guidance is required across all areas of D&I to ensure we all feel included and valued irrespective and, indeed because of, our Differences.

Within Total Produce UK and Dole Ireland when we talk about D&I, Race, Ethnicity and Nationality is a key area of focus, particularly considering we employ people with over 30 different nationalities across our businesses. This week the Company has supported National Inclusion Week and hopefully you have taken the time to review the information shared so far, if not please take the time to look back over the week.

We all know the words we use can have a powerful impact on our conversations with our colleagues and a better understanding of the terminology and its usage will help us to respect each other regardless of our make up. We have developed our third 'How Do I talk about Guide' focusing on Race, Ethnicity and

Nationality to support us all when working with and having conversations with colleagues regarding these particular areas.

Please take the time to raise your awareness by reading the guide and periodically reviewing it to refresh your memory. We do not have all the answers, we are working through our journey together and in the spirit of learning, please share your views and any suggested additions to this guide personally with a member of the Group HR team in either country or email:

UK: ksharples@totalproduce.com

Ireland: miriam.williams@doleireland.com

Thank you for taking the time to enhance your overall D&I knowledge and for joining us in celebrating National Inclusion Week. If you need any support or guidance, please talk to your manager or a member of the Group HR team.



**National
Inclusion Week**
2022 26 September
2 October

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Always be appropriate, inclusive and sensitive to how people feel. We want all employees to feel included and valued irrespective and, indeed because of, our differences. It is important that as respectful individuals, we make a real effort to liaise with our colleagues in the correct way.

Our Company Values recognise that we are all different. Our global business is diverse and the benefits we achieve every day because of our diversity are paramount to our success.

We never intend to offend a colleague, but that does not mean we do not, so to work **collaboratively** please remember:

- We all have unique strengths, skills, and abilities
- We are all different to each other, but we are all equally important
- It is important to listen to each other and to build empathy for experiences we do not understand
- Do not judge others, learn from them
- Avoid justifying other people's behaviours
- Avoid trying to convince people about your personal views
- Try your best to use the appropriate terminology
- Think before you speak, how will your questions/conversation make the person feel
- Ask yourself why you are asking the question/what will you do with the information
- Be prepared to answer the same questions you ask others
- Understand that as we continue our journey, mistakes will be made, this is part of the process
- Apologise if you make a mistake and cause offence
- Highlight discriminatory behaviour and constructively challenge conscious and unconscious bias



TERMINOLOGY	INFORMATION	USAGE/AVOIDANCE
<p>RACE</p>	<p>Race is a term which has been developed over time by humans. When we talk about race and consider why we think we might be a member of one race as opposed to another, we generally think about physical appearances.</p> <p>We look at skin, hair texture and potentially even the structure of our faces and body parts. However, most of the time, these physical appearances can mean different things depending on the culture a person is part of and therefore it is not always reliable.</p> <p>It is true that we do routinely identify each other's race for example as 'Black,' 'White' or 'Asian,' based on visual appearance. But crucially, these are values that humans have chosen to place on each other or themselves.</p> <p>In short, variations in human appearance do not equate to genetic difference.</p> <p>In essence, Race is a person's self identification with one or more social groups.</p>	<p>Use 'ethnicity' in most cases, unless you are directly referring to the consequences of societal understanding of race, for example when talking about bias, discrimination etc.</p> <p>Do not use race, ethnicity and nationality interchangeably as they are three different things.</p> <p>Someone might say their race is 'Black,' their ethnicity might be Italian. Likewise, someone might say their race is 'White' and their ethnicity is Irish.</p> <p>If we look at skin colour, for example Black, White or Asian, which is based on visual appearance. A perfect example which exposes the weakness in this approach can be expressed if someone who classifies themselves as 'White,' spends the summer in a hot country, being exposed to plenty of sunshine. When they return home, their skin may be dark brown, but this does not change their race they would still identify as 'White'.</p> <p>Clearly, race is about more than just the literal colour of someone's skin. Race is a topic which goes much further than being skin deep!</p>



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ETHNICITY	<p>Ethnicity describes the culture of people in a given geographic region, including their language, heritage, religion and long shared customs and beliefs.</p> <p>Examples of ethnic groups are Asian, Black, Mixed, White, Gypsy plus others.</p> <p>Similar to 'race', genetic tests cannot be used to verify or determine ethnicity, however it is linked with cultural expression and identification.</p>	<p>Use when referring to someone's cultural background or heritage.</p> <p>It is acceptable to state the ethnical background if it is known, but do not make assumptions based on an individual's appearance. If you are not sure ask, but before asking, question why you need to know.</p> <p>It is important to remember that race and ethnicity are not the same. Two people of different races might share an ethnicity and conversely, two people of the same race might be of totally different ethnicities.</p> <p>For example, Japanese and Vietnamese people are both considered to be Asian, but they come from different cultural backgrounds.</p>
NATIONALITY	<p>Nationality is the state of belonging to a particular country or being a citizen of a particular nation. A body of people sharing common descent, history, language, etc.</p> <p>Nationality is a legal definition of a person, being a national of a sovereign state. Nationality is generally assigned by place of birth or adoption or through gaining citizenship or nationality of a country when specific legal requirements are met.</p> <p>Dual nationality means that a person is a national of two countries at the same time. Each country will have their own nationality laws based on its own policy.</p>	<p>Double check if you are talking about a nationality or an ethnicity.</p> <p>Do not mistake ethnicities for nationalities, which can often be based on physical attributes.</p> <p>Where there is a risk of mistaking ethnicities for nationalities, avoid ambiguity by writing: 'People from an Indian ethnic group' rather than 'Indian people'.</p> <p>Note, some ethnic groups are also nationalities: Bangladeshi, Chinese, Indian and Pakistani.</p>



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ETHNIC MINORITIES & ETHNIC GROUPS	<p>We use 'ethnic minorities' to refer to all ethnic groups except the White British/Irish group. Ethnic minorities include white minorities, such as Gypsy, Roma and Traveller communities.</p> <p>Ethnic groups generally are those within a community which has different national or cultural traditions from the main population. They are generally racial or ethnic groups that are in the minority in the population.</p>	<p>Generally it is best to use 'ethnic minorities' to refer to all ethnic groups except the White British/Irish group. If you are referring to a specific ethnicity, then it is preferable to use the name of the specific ethnicity you are referring to, such as South East Asian.</p> <p>Where possible, explain what you mean by the term 'ethnic minority' or 'ethnic minorities' when there is a need to refer to a person's ethnicity. The best practice is to refer to specific ethnic groups separately. e.g. Pakistani and Chinese.</p> <p>When referring to an ethnic group capitalise the first letter of the ethnic group name and remember that White British/Irish is itself an ethnic group.</p> <p>If it is not possible to use separate groups then broad ethnic group categories may be used. e.g. Asian/Asian British/Irish 'People from a White British background', 'the White ethnic group' and 'White people' are all acceptable.</p> <p>Do not say 'blacks', 'mixed people' or 'mixed race'. 'Dual or Mixed Heritage' are more commonly used today when referring to a person from different ethnic or cultural backgrounds.</p> <p>Do not assume all ethnic minorities are not white.</p>



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<p>PEOPLE OF COLOUR</p>	<p>People of colour is becoming a more acceptable term to use, although some people may feel it is problematic as it sets 'White' as the default standard to which all other ethnicities are compared. This term is more commonly used in America, but it is becoming a more popular term in other countries, in particular the UK.</p>	<p>You may say 'people of colour' for example when looking at a group of individuals, an observation may be 'there are few people of colour in the group'.</p> <p>Where necessary, if referring to a person, it is better to refer to their specific race/ethnicity rather than using the term 'a person of colour'.</p> <p>Do not use the term 'coloured', use Black, Asian etc.</p> <p>It is always best practice to ask how someone/a group of people would like to be referred to.</p> <p>Do not use the term 'non-white' as it assumes white as the default standard. Remember in a lot of countries people of colour are not in an ethnic minority group.</p>

We need to understand that in most cases there is not one term that everyone feels comfortable with, it is therefore important to understand your audience and how they feel. Our guide is based on the available research. Today, this is an area that is evolving, and our document is not a definitive guide. If you require further support or guidance, please talk to a member of the Group HR Team.

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