



Human Library – Building Tolerance and Understanding

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Understanding and tolerance of different people is at the core of Smurfit Kappa's EveryOne Inclusion and Diversity programme.

In its 2019 Management Conference, Smurfit Kappa UK facilitated a 'Human Library' event. The event was attended by 140 managers across the SK UK operations. In keeping with the conference theme 'Working Together, Delivering Together', the objective of the Human Library event was to bring to life the Inclusion and Diversity agenda in a surprising and engaging way.

Human Library, is an international organisation that first started in Denmark in 2000, which aims to address people's prejudices. This is done by helping participants to talk to different types of people they would not normally meet, such as someone with an alcohol addiction, someone with Autism or ADHD, someone who has depression or bipolar, someone who is homeless, is HIV+ or has been a refugee.

The Human Library works with experts who are called books, who represent different experienced prejudices. Eighteen 'books' from the Human Library were invited to the SK UK Management Conference, and the delegates were given an opportunity to have three readings, or in-depth conversations, with the 'books' to explore topics such as race, being a refugee, having an addiction, sexual orientation, and political views, amongst other topics. Delegates found the sessions hugely thought-provoking, challenging and engaging. "For us, this was an efficient and interesting way to bring inclusion and diversity to the attention of our managers," explains Trudy Rush, HR Director SK UK. "We are very pleased to have been able to use a creative way to introduce a topic that may challenge people and their thoughts."

Number of managers that participated in the Human Library event

140

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Trudy Rush
HR Director, SK UK