IPS Forum on Inclusion That Works:
Evidence, Practice and Impact

Opening Remarks

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NUS National University of Singapore | IPS Institute of Policy Studies

IPS PROGRAMME ON RACE, RELIGION & INTERGROUP COHESION

Supported by:
The Silent Foundation
In aid of silent sufferers

About Us

The Institute of Policy Studies (IPS) is an autonomous research institute at the National University of Singapore. IPS analyses public policy, build bridges between thought leaders, and communicate its findings to a wide audience.

Drawing on over a decade of research on intergroup differences and surveys of public perception in Singapore, the IPS Programme on Race, Religion and Intergroup Cohesion (RRIC) was developed as an empirically-based programme to foster social cohesion, designed by a dedicated team of researchers who hail from different disciplines.

The programme has since conducted **125 workshops**, reaching **6455 participants**. These engagements comprise **30 unique organisations** that have come through our doors including corporates from banking, engineering and semiconductor industries, the public sector and tertiary and secondary educational institutions.



Our Funder

The Silent Foundation

In aid of silent sufferers

Established on July 14, 2010, by Mr Teng Ngiek Lian, The Silent Foundation (TSF) is a registered charity dedicated to assisting ‘silent sufferers’— those who are overlooked by society and tend to be voiceless.



The Silent Foundation donates $2.5m to IPS to promote racial and religious harmony

19 October 2022

By The Straits Times

What We Offer

IPS RRIC promotes awareness, knowledge, and competence in discussing, managing, and promoting race, religion, and intergroup cohesion in our society. Leveraging on international research and cumulative years of local research performed by IPS, IPS RRIC offers 3 key areas of activities.



1

Training Workshops

Empower individuals to make a difference. We offer **customisable workshops** to equip staff with both skills and knowledge.



2

Engagement

Build partnerships, creating a community of practice for difficult dialogues. We engage and foster thought leaders in the areas of social cohesion.



3

Assessments

What gets measured, gets done. We assess how an organisation is faring in Inclusion and Cohesion progress based on our IPS tracker of key inclusion pillars.

1 Domains of Training Workshops

Race

The Power of Diversity: Decoding Racial Biases at the Workplace focuses on racial diversity at the workplace. Driven by IPS' cumulative years of research on race relations in Singapore and other internationally conducted research, this empirically-based programme is offered as either a half-day (4-hrs) or full-day (7-hrs) workshop.

Nationality

Crossing Cultural Bridges: Integration at a Diverse Workplace tackles issues surrounding our increasingly diverse workforce, hailing from all over the world. How do we display cultural competence in managing differences in cultures at work? How do we show empathy and appreciation for the other to build an inclusive and cohesive working environment?



Inclusion and Cohesion

A comprehensive introduction the fundamentals of inclusivity. Exploring core concepts and fostering allyship to create more inclusive environments. Gain essential insights and tools to champion Inclusion initiatives in personal and professional settings.

Religion

Beyond Beliefs: Discover, Navigate, Appreciate Religious Diversity in Singapore is a half-day workshop driven by evidence-based research on religious sensitivities. It offers skills to break down barriers to the unfamiliar and to gain appreciate for differences and similarities among different faiths and beliefs.

Inclusive Leadership

IPS Workshop on Inclusive Leadership seeks to equip public service leaders with the knowledge, skills, and frameworks necessary to strengthen team cohesion and foster a more collaborative and effective organizational environment.

*More domains corresponding to protected characteristics of Singapore's Workplace Fairness Legislation such as age, disabilities, mental health conditions, etc will be developed overtime.

Immersive Pedagogical Tools

- Use of **Virtual Reality (VR)** for experiential learning
- Interactive games and applications to engage participants in research-based concepts
- **Roleplaying** with guided facilitation and interventions for collective brainstorming
- **Biometric sensors** to measure physiological responses
- Card games developed by IPS Researchers to enhance learning objectives
- Co-creating case studies adapted to the specific needs of the organisation









Participants showed significant shifts across five areas

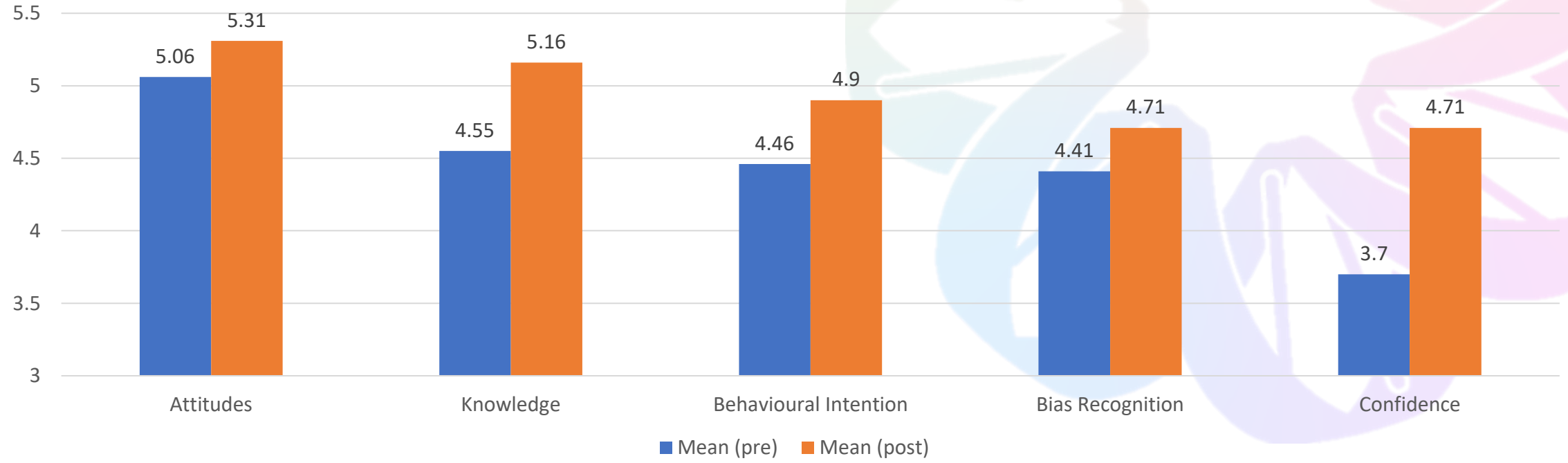
+4.9%
Attitudes
Attitude towards learning about social cohesion and the experiences of people of different backgrounds

+13.4%
Knowledge
Awareness of challenges faced by people of different backgrounds

+9.9%
Behavioural Intention
Willingness to act when there is a situation of injustice

+6.8%
Bias Recognition
Ability to identify unequal treatment and systems

+27.3%
Confidence
In their own skills and knowledge of issues that have to do with social cohesion

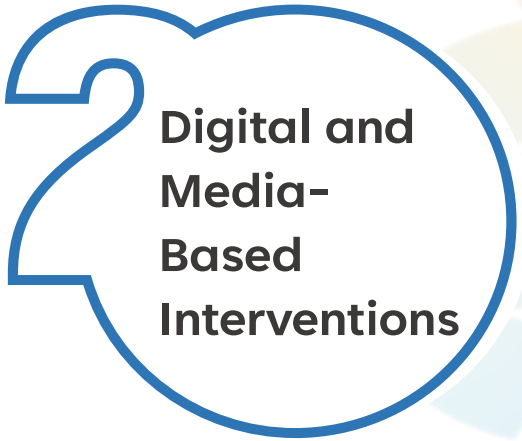


Mathew, M., Hou, M., Tio, S., Cheng, S., & Ng, Z. (2025, August 26–27). *Reimagining DEI training with immersive technology: Findings from Intergroup Cohesion Programme* [Poster presentation]. 2025 SAGE Conference: Breaking Silos, University of Sydney, NSW, Australia.

IPS Forum on Inclusion That Works: Evidence, Practice and Impact



This panel explores how schools and youth programmes can foster inclusive attitudes among young people through evidence-based teaching approaches and experiential learning.



This panel examines how digital platforms, social media, and creative media can be harnessed to challenge prejudice, counter hate, and promote more inclusive attitudes.



This panel explores how dialogue-based interventions can help reduce bias, bridge deep-seated social divides, and foster greater understanding across different communities.

Visit our website at:
https://lkyspp.nus.edu.sg/ips/rric/

Thank You

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