

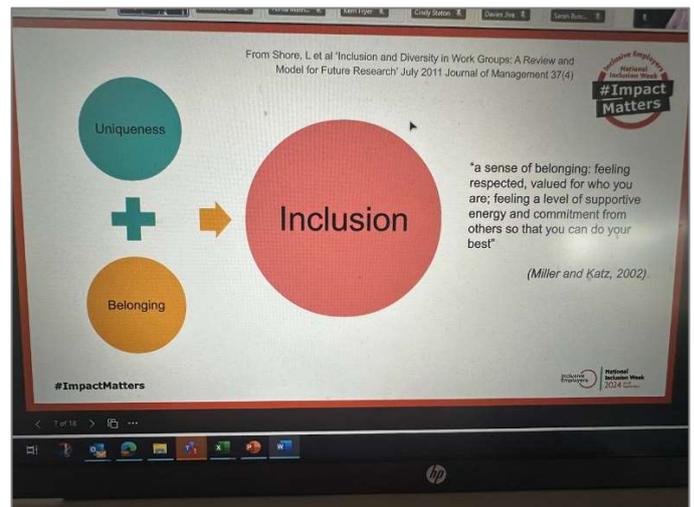
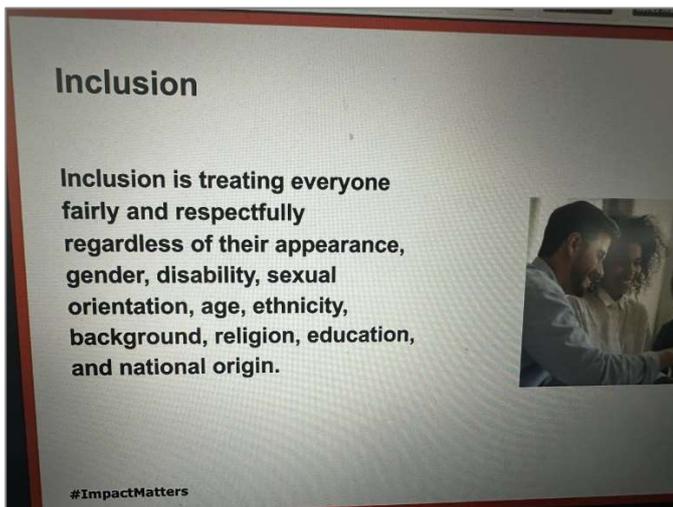
Inclusive Employers – How to be an Inclusive Employee

24th September 11-12pm

Host: Angela Wren

What is inclusion?

Inclusion isn't about absence of diversity, it's about people having differences and being able to bring that to the table, sense of belonging. Safe space to have a voice and be heard.



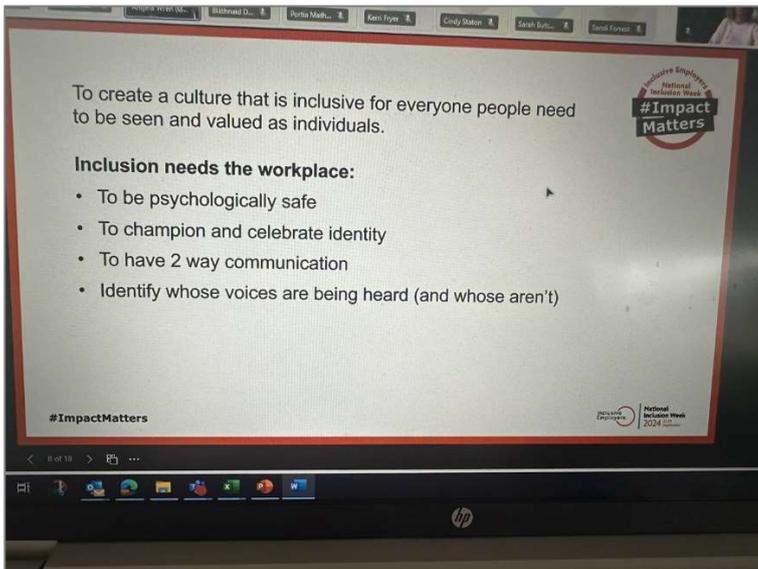
Treating everyone fairly isn't always 'fair'..... needs to be equitable.

What makes you feel like you belong?

- Human / care element – know my name and ask how I am
- Asking your opinions
- Being accepted for who I am – bring myself to work
- Being part of a team
- Recognise and value the unique individual who they are
- Our brains are wired to be part of a group – if our brain doesn't feel that, it makes us dampen down who we are (hide/mask)
- Different communications, preferences, opinions can be out in the open and still feel like they belong

What do you feel like / impact due to the lack of inclusion/belonging

- Rejection
- Imposter syndrome
- Not good enough
- Loneliness
- Won't do the best work



Psychological Safety

- Prominent in the workplace over recent years
- Can still be our own self and still feel belong
- Speaking up, learning and not knowing the answer

What do you need to feel psychological safe?

- Supportive manager
- Encouragement
- Listening
- Asking your opinion
- Emotional intelligence
- Contextual – can feel it in some scenario and not in another

What do you do on a day-to-day basis to help create that psychological safety?

- Terminology used – showcase that you're inviting other opinions
- What have I missed? Asking for opinions
- 2-way conversations
- Look for those voices that aren't being heard
- Celebrate identity – encourage to bring themselves to work
- Being aware of your own preference – unconscious bias
- Blind spots – going to the same people for opinion
- Widen your net!

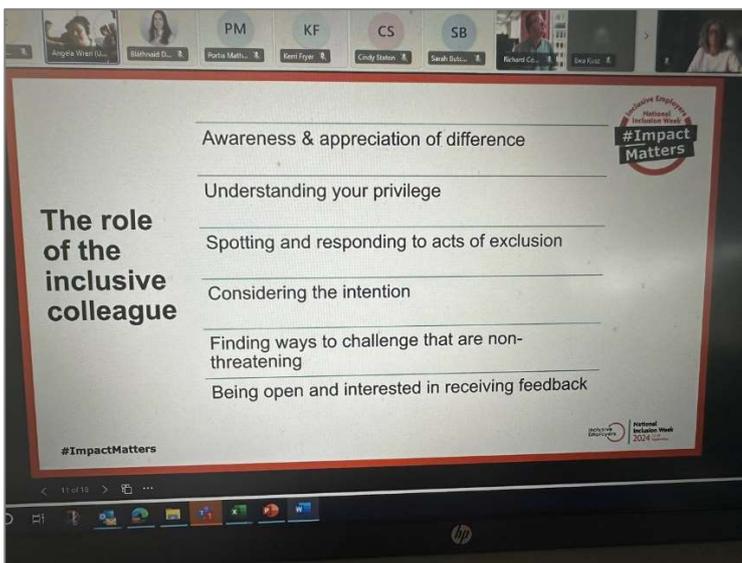
Being an inclusive colleague

Speak up for Inclusion – RBC video - [That Little Voice \(youtube.com\)](https://www.youtube.com/watch?v=...)

- Cumulative experience of negativity will end up thinking they are bad person
- Macro / every day to day
- Eye contact / communication
- Collective responsibility to notice X,Y,Z
- Active bystander – if you see something, do something – either in the moment or afterwards.
- Being aware of what's going on

The role of the inclusive colleague

- Awareness is key
- Appreciate there are differences, acknowledge and see it
- Committed to learning more about that and being part of it
- Understanding your privilege (not criticising upbringing or opportunities, but using those opportunities to bring others along with you who have barriers to get there) – use it for good
- Spotting and responding to acts of exclusion – testing out the safety and how to deal with it. Act as an ally outside of the room
- Consider the intent – break down someone’s intent and impact. Look through 2x lenses. Inclusive language. Throw away phrases – someone’s intent may not be the same as the impact. Match the intent to the impact
- Finding ways to challenge – non-threatening. Feedback which gives a strong reaction. They may feel exposed, threatened. Find a safe space.
- Be open and interested in receiving feedback – we are all learning. Terminology is changing.



Cultural awareness

- Appreciation of all
- Make assumptions about what we see
- Different background, faiths, upbringing, religion, culture, etc
- Can sometimes set things up so people don’t feel excluded – ie Christmas
- Unconscious – lets do stuff like lunches, drinks after work. Build in flexibility (fasting periods, non-drinking employees, etc)

Things to Consider

- Triggers?
- Gaps?
- More research / understanding
- How to be curious, lean into the discomfort
- Being an ally requires a lot of courage, and can be scary – but need to get comfortable with the uncomfortable

The image shows a Zoom meeting interface. At the top, there is a gallery view of participants with names like Angela Wren, Blahnaid D., Portia Math..., Kerri Fryer, Cindy Staton, Sarah Bat..., Richard Co..., and Eva Kozl. The main content is a slide with the following text:

Things to consider:

- Inclusion is all of our responsibilities – we all play a part
- Developing our levels of self-awareness is key
- Committing to our own development and learning – be curious and lean into the discomfort
- Consider 'impact' rather than 'intent'

If something oversteps the mark, apologise/deal with it

#ImpactMatters

Logos for 'Inclusive Employer', 'National Inclusion Week #ImpactMatters', and 'National Inclusion Week 2024' are visible on the slide.