

## Diversity & Inclusion

Research by social psychologists has shown that we prefer the familiar – we trust in groups, and those who are seen as different we hold at a distance. Our backgrounds, personality, life experiences and beliefs are what makes us who we are: 25 million diverse individuals across Australia.



## HELPFUL TIPS:

Diversity, whether it is race, culture, gender or being open to a non-binary world, has many benefits in the workplace. The reasons are varied but often boil down to one theme: first, we are human.

With all this diversity, at some point in your life, you will encounter a person who is so different from you that you may feel frustrated or scared. However, with that difference comes a richness that similarity cannot give you. This is because that other person can show you a different perspective or a more sustainable approach to working, loving or living. If you are worried that you cannot adapt to the change, remember that as humans, we have frontal lobes that exist for executive functioning. This means that we can learn, adapt and grow (particularly with other humans) at any age.

- ▶ **Change the conversation.** Be a voice in any conversation and speak up about your discomfort with the labels and negativity that is being talked about. Talk about your own experiences and how much you gained from the diverse relationship.
- ▶ **Avoid playing favourites** to different cultures and orientations, practice politeness and look for ways that you can incorporate non-discriminatory practices and policies.

- ▶ **Support the individual human,** be it the non English speaker, the breastfeeding mother or person who needs to pray at different times of the day. Be an encouraging voice by suggesting different meeting times, platforms and approaches that you know are in their best interest.
- ▶ **Invest in Diversity Training.** Enquire with your leadership team if there are any opportunities for Diversity & Inclusion training. Set up a team that supports this group or become an AccessEAP Ambassador, where training and support is given for all types of diversity.
- ▶ **Watch your own language** and talk to a trusted friend or AccessEAP counsellor to see if you can be more inclusive in your approach. Psychologists call this less black and white thinking – easy to discuss and hard to implement. Give it a try over the next week.

If you would like to arrange an appointment, contact AccessEAP on 1800 818 728.

All through the year we bring people together to help build : BETTER **CONNECTIONS**

