

Q2: THRIVING & CONNECTED WORKPLACES

CELEBRATE DIVERSITY

Each one of us is made up of a diverse range of experiences and backgrounds. No two people are the same. It is from this diversity that rich organisational cultures are formed.

When differences are actively included, this diversity of approaches can create ways of problem solving that expand creativity and success. Importantly, it gives opportunities to those who may be discriminated against.



CREATING A DIVERSE WORKPLACE

> Make a conscious decision to be inclusive:

Creating a diverse workplace is about respecting and including all who work in your organisation and encouraging openness to hearing, discussing and debating differences of opinion. It's about noticing our own unconscious bias – our kneejerk assumptions and responses towards others who we perceive as different.

These differences might be based on our perception of gender, ethnicity, sexuality, mental or physical ability, family status, socio-economic background, culture or religion – to name just some of the categories in which we place people. It might then take conscious effort to consider the world from their standpoint, and to consider their ideas. This doesn't mean you have to agree with everyone you meet – but it does mean you strive towards respectful dialogue. Inviting this dialogue benefits those who may become marginalised, and benefits us as we see the world through different lenses. It's worth it.

> **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.

> **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.

> **Watch your own language** and talk to a trusted friend or AccessEAP counsellor to see if you can be more inclusive in your approach.

To arrange an appointment, call AccessEAP on 1800 818 728.

CONNECTION TO PLACE, BODY, CULTURE & NATURE