

DEI Training for a Mentally Healthy Workplace

Key Takeaways

1

Introduction to DEI



Diversity

The people who are represented in the workplace: people with unique differences, characteristics & perspectives



Equity

Fair treatment for all people in the workplace, and adjustments made for inequality



Inclusion

Embracing & celebrating difference + creating a sense of belonging

2

Unconscious Bias and Microaggressions

Unconscious Bias:

Refers to our automatic, ingrained attitudes, beliefs, and stereotypes that can affect decision-making behaviours.

Where do unconscious biases come from?



Cultural Influences



Personal Experiences



Media Representation



Cognitive Processes



Environmental Context

Common Types of Workplace Bias

Affinity Bias

Halo Effect

Racial Bias

Gender Bias

Ageism

Microaggression

Refers to indirect, subtle, or unintentional discrimination against members of an often marginalised group

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Strategies to Mitigate Unconscious Bias and Microaggression



Practise Conscious Inclusion

Make a conscious effort to understand your own values and beliefs, and identify any assumptions you may have about others.



Educate Yourself and Others

Take the initiative to educate yourself and others about issues related to DEI. Some ways include seminars, podcasts, or books.



Encourage Bystander Intervention

Support underrepresented groups by standing up for colleagues who may face discrimination and/or bias at work.

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3 Key Elements of an Inclusive Culture



Equity

Ensuring the creation of fair and just opportunities for all individuals.



Psychological Safety

A culture where people feel comfortable expressing themselves without the fear of negative consequences.



Celebration of Diversity

Actively recognising and appreciating the unique qualities, backgrounds, and perspectives that each individual can offer.

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Building DEI in Your Teams

Individuals



Open-mindedness and Curiosity



Share Credit and Recognise Contributions



Encourage the Adoption of DEI Strategies

Policies



Mentorship and Development



Inclusive Recruitment Practices



Cultural Competence Training

6

Strategies for Sustaining DEI Efforts (As an Individual)

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