

Fostering a Culture of Respect: Building an Inclusive Workplace for All

Creating a culture of respect and inclusion goes beyond policies - it is shaped by everyday interactions, language, and decisions at work. This session explores how unconscious bias, microaggressions, and communication styles influence workplace culture, and how small, intentional actions can help build an environment where everyone feels respected, valued, and included.

Participants will learn how to recognise bias and microaggressions, reflect on their impact, and practise respectful and inclusive communication.

Learning Objectives

- Define respect and inclusion and explain why they are essential to a healthy workplace.
- Recognise common forms of unconscious bias and microaggressions and understand their impact.
- Apply practical communication strategies to foster respect and inclusion in everyday workplace interactions.

Content Outline

The Power of Respect and Inclusion

- Defining respect and inclusion in the workplace
- Why creating a culture of respect and inclusion matters
- The cost of a lack of respect and inclusion

Identifying and Addressing Bias and Microaggressions

- What is unconscious bias?
- Why recognising our biases matters
- What is microaggression?
- Impact of microaggressions in the workplace

Building Respectful Communication

- Assessing workplace situations
- Four simple ways to practise inclusive communication