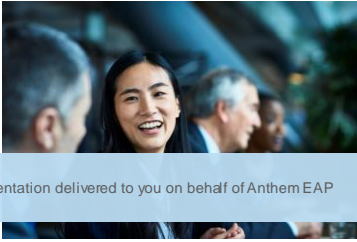




Respect For All In The Workplace



A presentation delivered to you on behalf of Anthem EAP



1



What does an inclusive workplace environment mean to you?

2

2

What Makes You Feel Included In Your Workplace?

- » When you are invited to participate in meetings?
- » When coworkers involve you in their activities?
- » When employees understand your personal interests, religion, and beliefs?
- » When personal matters such as health concerns or child concerns are acknowledged?
- » When there is strong and positive communication?

3

3

Diversity And Inclusion Are Important

Diversity

- Representation
- Presence of underrepresented groups
- Has a seat at the "table".

Inclusion

- Integration
- Safety of underrepresented groups
- Has a voice at the "table", valued member of the team.

4

Basic Rights: LGBTQI+

- No one should have to announce or share their identities
- Feel free to speak up if they feel inappropriate language or actions are occurring
- Feel safe at all times
- Have an accessible bathroom – DO NOT POLICE BATHROOMS

5

Respect For All: LGBTQI+

ALWAYS...

- Treat LGBTQI+ persons the same as anyone else
- Understand individual's LGBTQI+ status is only a small part of who they are
- Listen & take cues about what LGBTQI+ want to share or talk about
- Respect and support
- Research and educate yourself
- Remember and embrace everybody is different

NEVER...

- Try to guess someone's pronouns
- Ask who is the 'man/woman' in a same sex relationship
- Base gender on genitals or ask personal questions about genital
- Force yourself into the community as an ally
- Out a person without their permission

6



Managers Respect LGBTQI+ Community Members By...

- Creating an atmosphere where all are welcome and feel safe
- Offering seminars that educate staff
- Referring to company policies
- Striving to be an inclusive employer
- Determining how the employee would like to be referred to – everyone is different
- Don't make a thing or issue if there is none

7




Employees Respect LGBTQI+ Community Members By....

- Creating a welcome atmosphere
- Ensuring that colleagues don't feel discriminated
- Educating themselves to be more informed
- Monitoring their own language in oral and written communication
- Respecting private issues
- Refraining from discussing past sexual behaviors

8

Basic Rights: African Americans

- No one should have to announce our share their racial identities or answer questions about their racial identity
EX: "Are BOTH of your parents Black?"
- Feel free to speak up if they feel inappropriate language or actions are occurring
- Feel safe at all times



9

Respect For All: African Americans

ALWAYS...

- Treat African Americans the same as anyone else
- Understand individual's self-identified race is only a small part of who they are
- Listen & take cues about what African Americans want to share or talk about
- Respect and support
- Research and educate yourself
- Remember and embrace everybody is different

NEVER...

- Assume you share the same political views or shared experiences when discussing race and politics
- Ask if you can touch their hair – NEVER
- Expect after a major civil rights event that African Americans have to answer your questions – CHECK YOUR PRIVILEGE
- Assume just because you have questions African Americans have answers
- Force yourself into the community as an ally

10

Managers Respect LGBTQI+ & African American Community Members By...

- Creating an atmosphere where all are welcome and feel safe
- Offering seminars that educate staff
- Referring to company policies
- Striving to be an inclusive employer
- Determining how the employee would like to be referred to – everyone is different
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11

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12



How To Be Actively Anti-racist And Be An Ally

- Discover and learn with humility how we got here today in America
- Read and attend workshops and conferences that focus on race relations
- Join a group where you can ask questions
- Find a mentor
- Make sure all voices in your organization are represented and heard

13


10 Keys to Everyday Anti-Racism

- Education
- Intention
- Courage
- Individuality
- Humanity
- Allyship
- Love
- Anti-racist work
- Equality
- Empathy

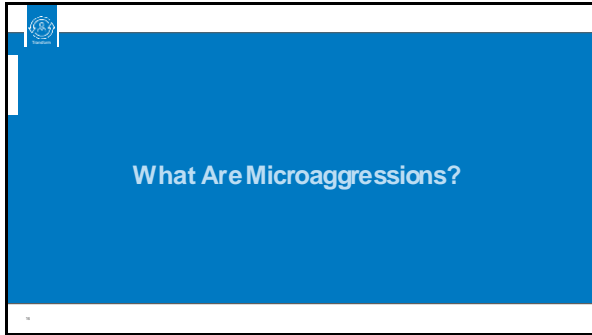
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Are You Aware Of Your Blind Spots?

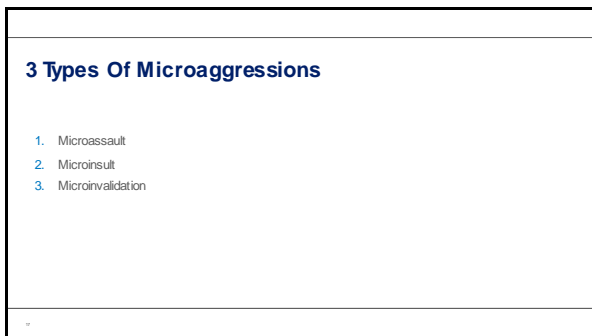
- Harvard Implicit Association Test
 - 68% of respondents preferred light skin tone compared to dark skin tone.
 - 19% had no preference.
 - 13% of respondents preferred dark skin tone compared to light skin tone.
- Affinity bias



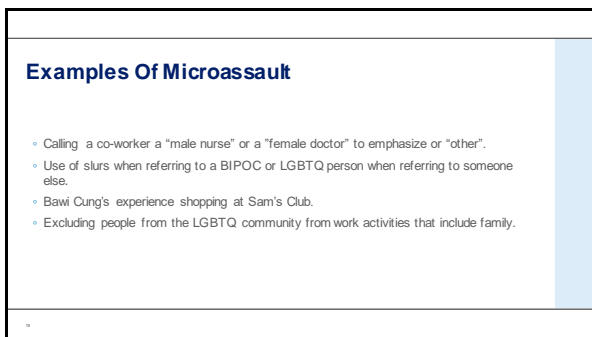
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18

Examples Of Microinsult



- Asking to touch a colleague's hair to see if it's real.
- Implying that the only reason a BIPOC person has their job is because of their ethnic identity and not their qualifications.
- Telling a Latinx or Asian American "you speak excellent English."
- Kim Goodwin's viral tweet on mansplaining.

19

19

Examples Of Microinvalidation

- Asking an Asian American, "where are you from?"
- Telling BIPOC person that all they have to do is work hard to get ahead.
- Dismissing a person's experience (LGBTQ, BIPOC or women) related to their identity.



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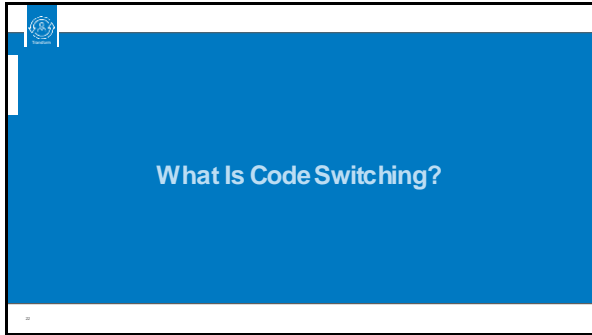
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Impact Of Microaggressions

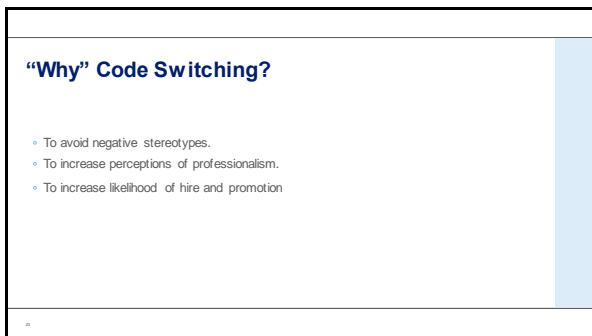
- Reduced productivity
- Depression
- Anxiety
- Lack of psychological safety.
- Increased turnover

21

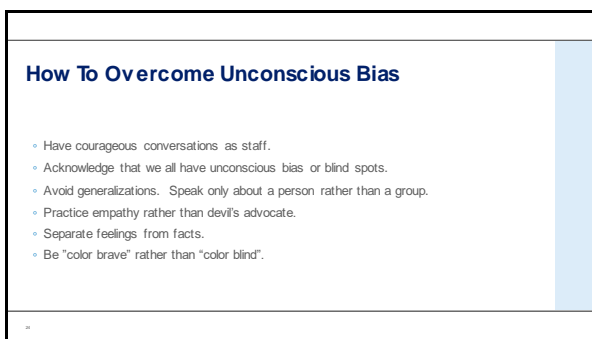
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22



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24

A woman with long dark hair, wearing a light-colored long-sleeved shirt and a brown leather apron, stands in a kitchen. She is looking directly at the camera with a slight smile. The background is a blurred kitchen scene with various items on the counter and shelves.

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is here for you.

Visit the website: anthemap.com
And enter company code: Fulton

Call us: <800-999-722>

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QR Code Evaluation Survey



A square QR code with a black and white pixelated pattern, used for linking to the evaluation survey.

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