

# Inclusivity at Work

Practical tools, tips & tricks  
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# Agenda

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- Welcome - Ann
- Intro to Inclusion - Amanda
- Kate's Story
- Felicia's/ Martha's story
- Break-out discussion
- Feedback

## Communication

- Don't make assumptions for women
- Calling In & Calling Out

## Empathy

- Perspective taking
- Assume good intent

## Education

- Take steps to educate yourself
- Share and Learn

## Support for each other

- Lead by example
- Mentoring, allyship
- Prioritise career conversations

## Don't make assumptions for women

- Even with best of intent, assumptions can result in making a wrong decision on behalf of women
- Provide opportunity for women to provide input, ask women what they want & need, and if they feel supported

## Calling in and Calling Out

- When you hear language or see behaviour that is exclusionary or harmful to marginalised groups, there is an opportunity to 'call in' or 'call out'
- Calling in is an invitation to a conversation to bring attention to harmful words or behaviour
- Calling out is bringing public attention to harmful words or behaviour

## When to 'call in'

- If you have influence with a person
- Personal safety is not compromised
- A person has demonstrated openness and commitment

## When to 'call out'

- There is an urgent need to pause to prevent further harm
- There is a specific power or relationship dynamic
- Previous attempts to call in have been unsuccessful

## How to 'call in'

- “I’m curious. What was your intention when you said that?”
- “How might someone else see this differently? Is it possible that someone else might misinterpret your words/actions?”
- “How might the impact or your words differ from your intent?”

## How to 'call out'

- “That’s not our culture. This does not align with our values”
- “I don’t find that funny, tell me why that is funny to you”
- “It sounded like you said....is that what you really meant to say?”
- “I need you to know how your comment just landed with me”

## Take steps to educate yourself

- When the experiences of marginalised groups are understood, there is better understanding the challenges faced & support needed
- Self education can help to identify own biases and develop strategies to overcome them
- Understanding the issues facing marginalised groups enables you to be more effective in advocating for them
- Educate yourself and your organisation on micro-aggressions and ensure minorities feel comfortable, valued and able to be themselves
- Books, articles and essays by people from marginalised communities help us to learn about experiences and perspectives
- Watch documentaries and films, listen to podcasts and interviews and talk to people

## Share and learn

- Contribute to the wider industry
- Understand where other businesses/ institutions are succeeding so you can create change within your business
- Meet with likeminded women in the organisation and industry to build a wider network
- Use opportunities within your company to educate others

## Perspective taking

- Perspective taking is about developing understanding from the perspective of someone else
- It is about building empathy
- Empathy is key to inclusion

## Assume good intent

- Meet people where they are at
- Turn up from a place of care
- Be conscious & curious



## Lead by example

- Identify who in your organisation can lead this work or support you. It needs to include male allies
- Honest conversations must happen which seek to understand the experiences women have in the workplace and what can be done to enact positive change

## Mentoring & Allyship

- Anyone in a majority group at any particular time has privilege and therefore the opportunity to act as an ally
- Targeted and tailored mentoring between leadership and junior employees help

## Prioritise career conversations

- Provide women with clear and open conversations on career progression, opportunities for growth and learning and challenges

Support for each other

# Thank you!

## Any questions?

You can find me at [amanda.brett@beca.com](mailto:amanda.brett@beca.com)

### Sexual harassment

**17%** ...of workers report being 'sexually harassed' in their working life.

**30%** ...of workers in the last 5 years experienced one or more of the sexual harassment behaviours measured in the survey.

**23%** ...of workers are aware of sexual harassment affecting others in their workplace in the last 5 years.

### RACIAL HARASSMENT

**15%** ...of workers report being 'racially harassed' in their working life.

**39%** ...of workers in the last 5 years experienced one or more of the racial harassment behaviours measured in the survey.

**29%** ...of workers are aware of racial harassment affecting others in their workplace in the last 5 years.

### BULLYING

**40%** ...of workers report being 'bullied' in their working life.

**20%** ...of workers experienced one or more of bullying behaviours measured in the survey 'often' or 'always' in the last 12 months.

**44%** ...of workers are aware of bullying affecting others in their workplace in the last 5 years.

## Summary of key insights

### IMPACTS

#### The negative impacts of harassment and bullying are far-reaching

- 86% of workers who have experienced harassment or bullying have been negatively impacted by the experience. For nearly three in ten (29%), the negative impact is large or extreme.
- Workplace harassment and bullying causes many workers to feel disrespected (60%), uncomfortable (57%), angry (47%), frustrated (45%) and anxious (44%).
- The most common immediate impacts of the harassment and bullying are worsening mental or physical health (64%), a loss of self-confidence (46%), and direct impacts on a person's job or career (53%).
- Nearly two thirds (63%) suffer from ongoing negative impacts of the harassment or bullying.
- Most (62%) were not subject to any unrelated life circumstances (e.g. existing mental health issues) that may have made the bullying/harassment more difficult to cope with.

### PATHWAYS OF CARE

#### Formal pathways for addressing harassment and bullying are uncommon and often ineffective

- Around three in ten (29%) workers impacted negatively by harassment or bullying don't tell anyone about it. Even when the impact is large or extremely negative, around one in seven (15%) keep the experience to themselves.
- Most workers who have experienced harassment or bullying seek some sort of support (79%), but this is almost always informal support – most commonly friends/whānau (54%) or work colleagues (40%).
- Just 24% of workers who experience harassment or bullying raise a formal complaint.
- Dissatisfaction with the outcome of the formal complaint is high (43%), and even higher when the impact of the harassment is large or extreme (59%).

## Summary of key insights

### BARRIERS

#### Power dynamics and systemic issues act as barriers to workers seeking support and/or raising a complaint

- For 69% of workers subjected to harassment or bullying, the perpetrator was someone in a more senior position.
- Workers don't seek support or complain for fear of the consequences (45%) and distrust in the system – 35% felt complaining would be ineffective due to workplace cultural norms and 28% felt their complaint would not be believed or kept confidential.

“Older, very senior men making jokes and comments, and implying my future success would be better if I sided with them.”

### MOVING FORWARD

#### Workers want better support, preferably from someone independent

- 42% of workers impacted by harassment or bullying felt that they needed more support than what they got at the time. This jumps to 65% when the impact is large or extreme.
- Top 5 things that would be useful:
  - Someone independent looking into the workplace culture/policies (31%)
  - Anti-bullying and harassment training for the workplace (29%)
  - Support to make an internal complaint (20%)
  - Independent, free service to resolve the situation (17%)
  - Counselling/mental health support services (15%).

“I ended up quitting with no job lined up as my mental health was at the point of I either quit and be unemployed or jump in front of a train. I had no support, they did not offer to train me properly, showed no care for my mental health and took no responsibility for putting me in that position.”