

Cultivating Support for an Inclusive Workplace

Dil WICKREMASINGHE

(She/They)



Trusted by the world's leading organisations.



Dil Wickremasinghe - (Pronouns She/They)

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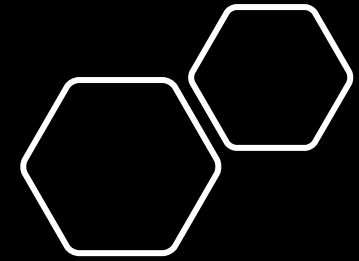
Unconscious Bias – How is it formed?

As prehistoric beings, we had to make quick decisions to judge a situation – whether we were going to be safe or unsafe. However, with time, this safety mechanism has morphed into a model of classifying groupings without fully understanding or engaging with them.

Unconscious bias leads us to categorise people into our “in” and “out” groups – making decisions about them almost instantly.

What are our “In Groups” and “Out Groups”?





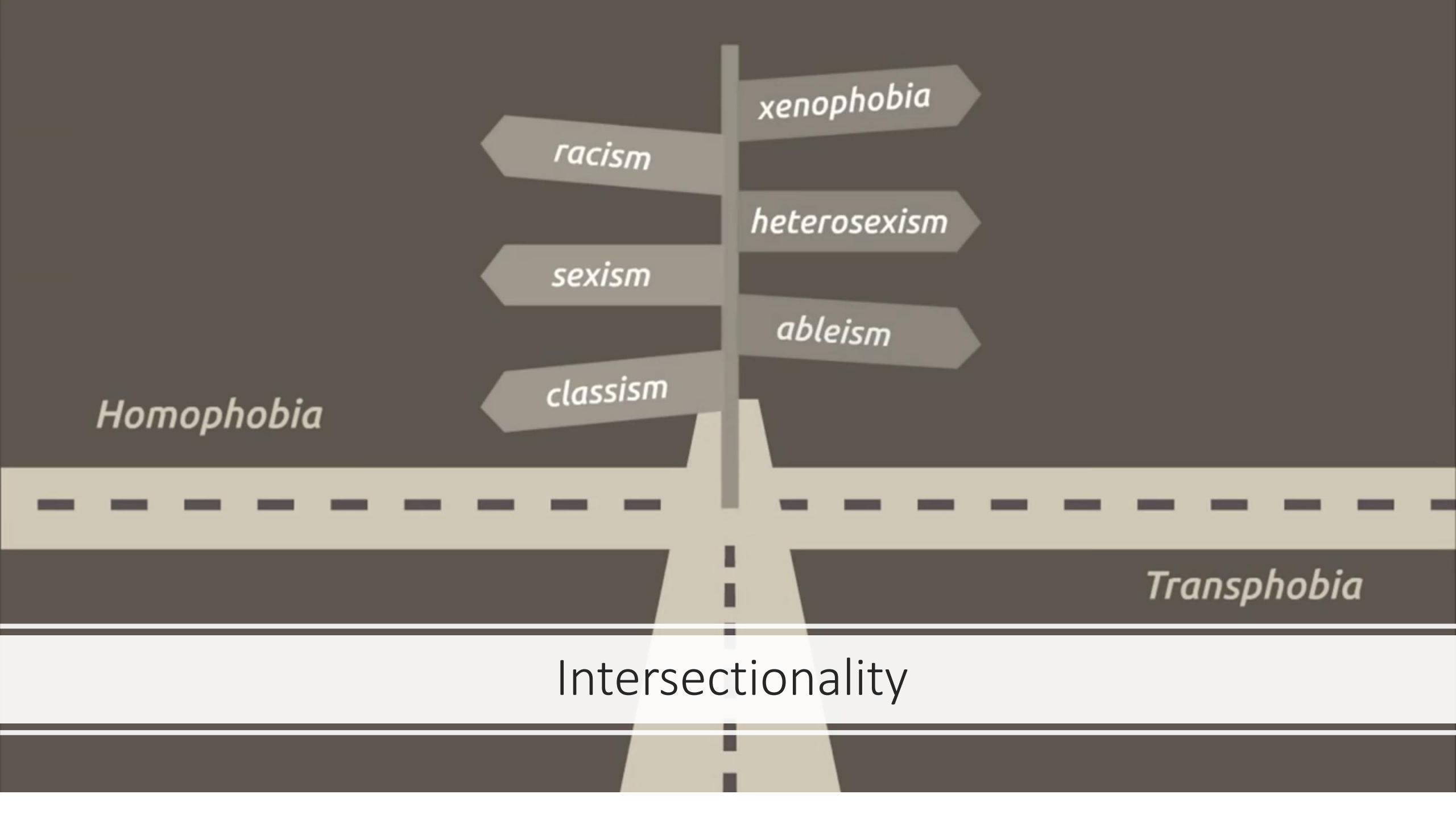
The Iceberg of Self-Awareness



Intersectionality

- **Intersectionality** is a term developed by **Kimberlé W. Crenshaw** in her **Critical Race Theory** work.
- Intersectionality describes the fact of our multi-faceted and diverse identities we embody; it describes the *“intersecting social identities and related systems of oppression, domination, or discrimination. It is the idea that multiple identities intersect to create a whole that is different from the components.”*
- Our identities are comprised of aspects such as gender, race, class, ethnicity, nationality, sexuality, religion, age, ability/disability, as well as the roles in which we serve, and the vibrant expressions of our personhood.





xenophobia

racism

heterosexism

sexism

ableism

Homophobia

classism

Transphobia

Intersectionality

Stigma vs. Self-Stigma

- **Stigma** - negative ideas or attitudes toward a certain group.

This can lead to discrimination, the action of treating one group differently than others. Self-stigma is when you have negative ideas or attitudes about yourself.

- **Self-stigma** - can make you feel ashamed or embarrassed. It can lead to low self-worth, poor self-esteem, and detract from self-efficacy, the belief that you can accomplish things.

It can interfere with your ability to take good care of yourself.



Psychological Safety

Is the shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of negative consequences.

“It's felt permission for candor.”

Amy Edmondson, the Harvard Business School professor and author of *The Fearless Organization*

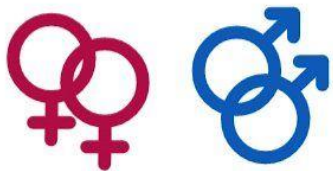


SEXUAL ORIENTATION

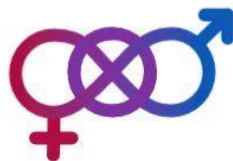
GENDER/ GENDERS an INDIVIDUAL is SEXUALLY/ ROMANTICALLY ATTRACTED to



HETEROSEXUAL
DIFFERENT
GENDER



✓ GAY
✗ HOMOSEXUAL
SAME GENDER



BISEXUAL
2+ GENDERS



PANSEXUAL
ANY GENDER



ASEXUAL
MAY NOT
EXPERIENCE
SEXUAL
ATTRACTION

TERMINOLOGY is CONTINUALLY EVOLVING

Cisgender privilege

- You can use public toilets without stares, fear or anxiety.
- Strangers don't assume they can ask you about your genitals or how you have sex.
- You can walk down a street and people aren't likely to stare at you because of your gender expression.
- Having positive and accurate media images of people with whom you can identify.
- You don't have to continually correct people on your name or pronoun.



Aoife Martin – Senior Engineer, Mastercard

- First trans woman and a passionate trans rights advocate.
- In January 2017, Aoife became the first person to transition globally within her workplace.



Non-binary

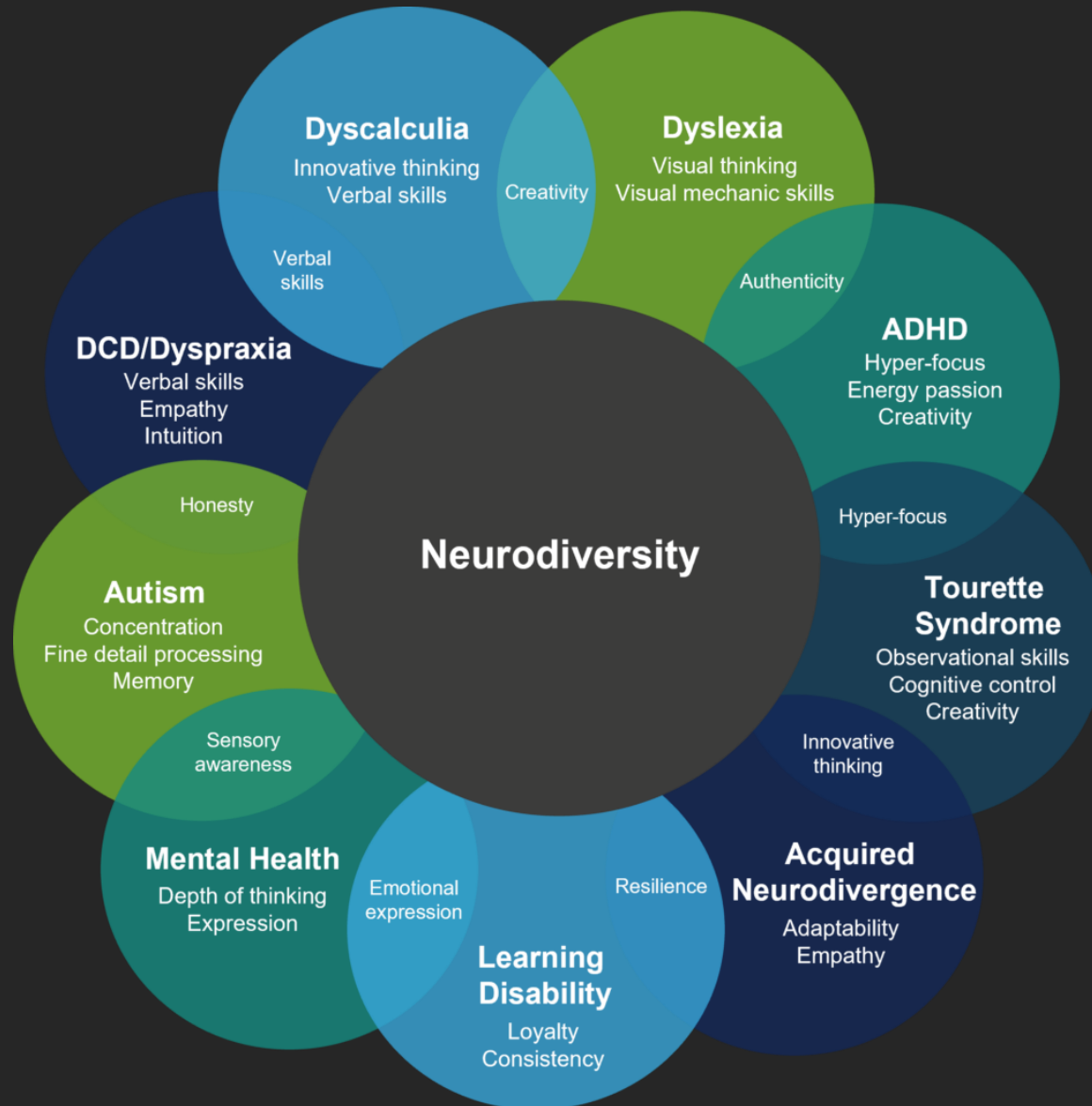


Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.



Non-binary people can feel that their gender identity and gender experience involves being both a man and a woman, or that it is fluid, in between, or completely outside of that binary.

Neurotypical Privilege



-
- Neurotypical privilege is the special and unearned advantage afforded by those who happen to have the most common cognitive expression ([Miller, 2020](#))
 - Individuals who are neurotypical, order their thoughts and communicate ideas in the most typically seen way. The privilege comes from living in a world that favours and is built for this specific neurology.

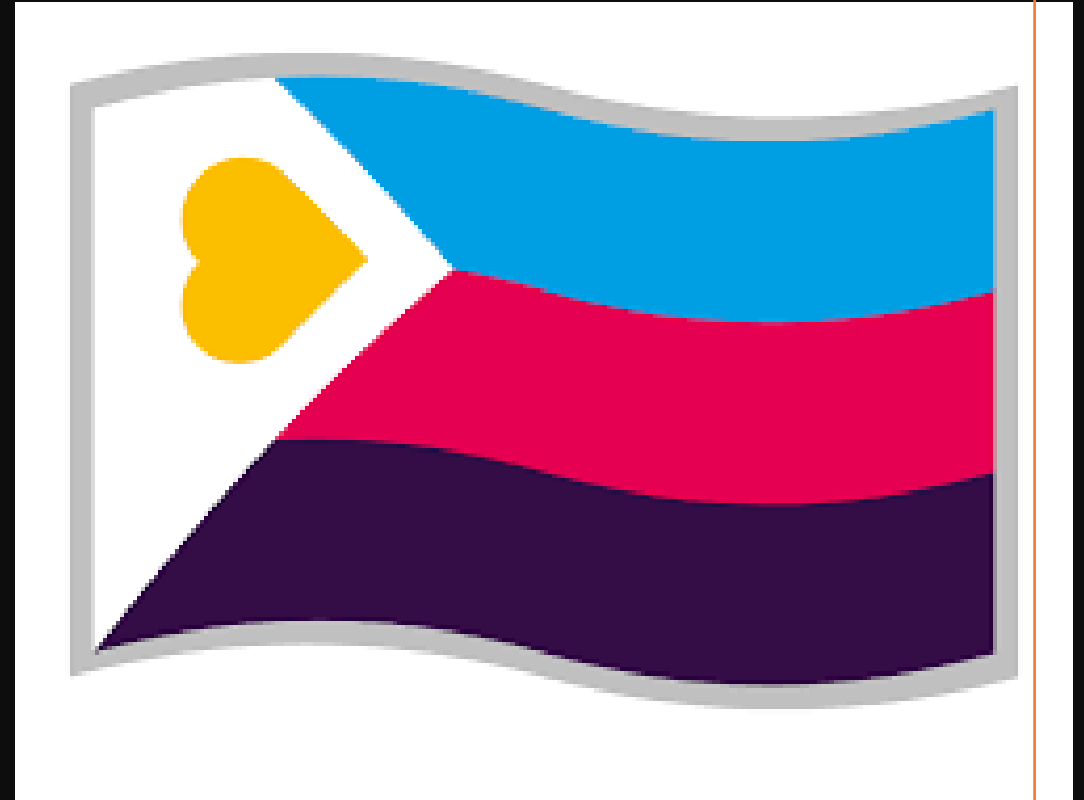
Monogamous privilege Mononormativity

Mononormativity is the cultural assumption that romantic and sexual relationships occur exclusively between two people. This kind of thinking considers monogamy not only the norm but the ideal. It teaches us from childhood that our highest aspiration should be a romantic relationship with that special ONE, a single person who must fulfill all our interpersonal needs. Anyone who falls outside of this category is therefore treated as abnormal and subject to righteous discrimination.



Relationship diversity polyamory


- Polyamory is a form of ethical, or consensual, non-monogamy that involves having romantic or sexual relationships with multiple partners at the same time.
- Ethical, or consensual, non-monogamy describes relationships in which all parties are aware of and consent to practice non-monogamy.



Creating an Inclusive Workplace

- Encourage self-awareness – Top down
- Understand and acknowledge our own unconscious biases
- Ensure you have policies in place to reflect a commitment to equity and inclusion
- Provide diversity training
- Encourage open communication and feedback
- Promote opportunities for underrepresented groups to advance
- Celebrate cultural events and holidays from various backgrounds to promote cultural awareness and appreciation.
- Provide a space for employees with shared identities or experiences to come together, share insights, and support one another.



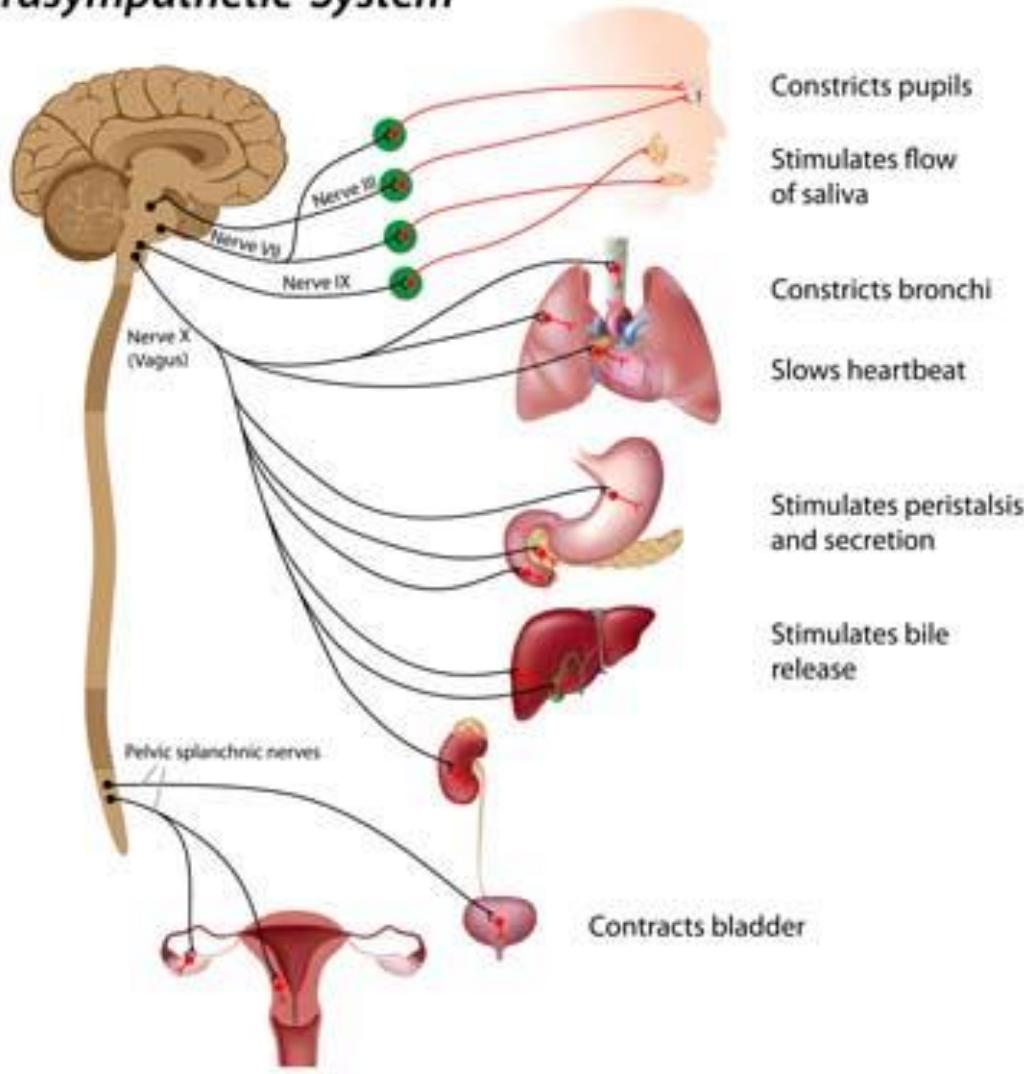


We can't always control
what happens but we can
control our response.

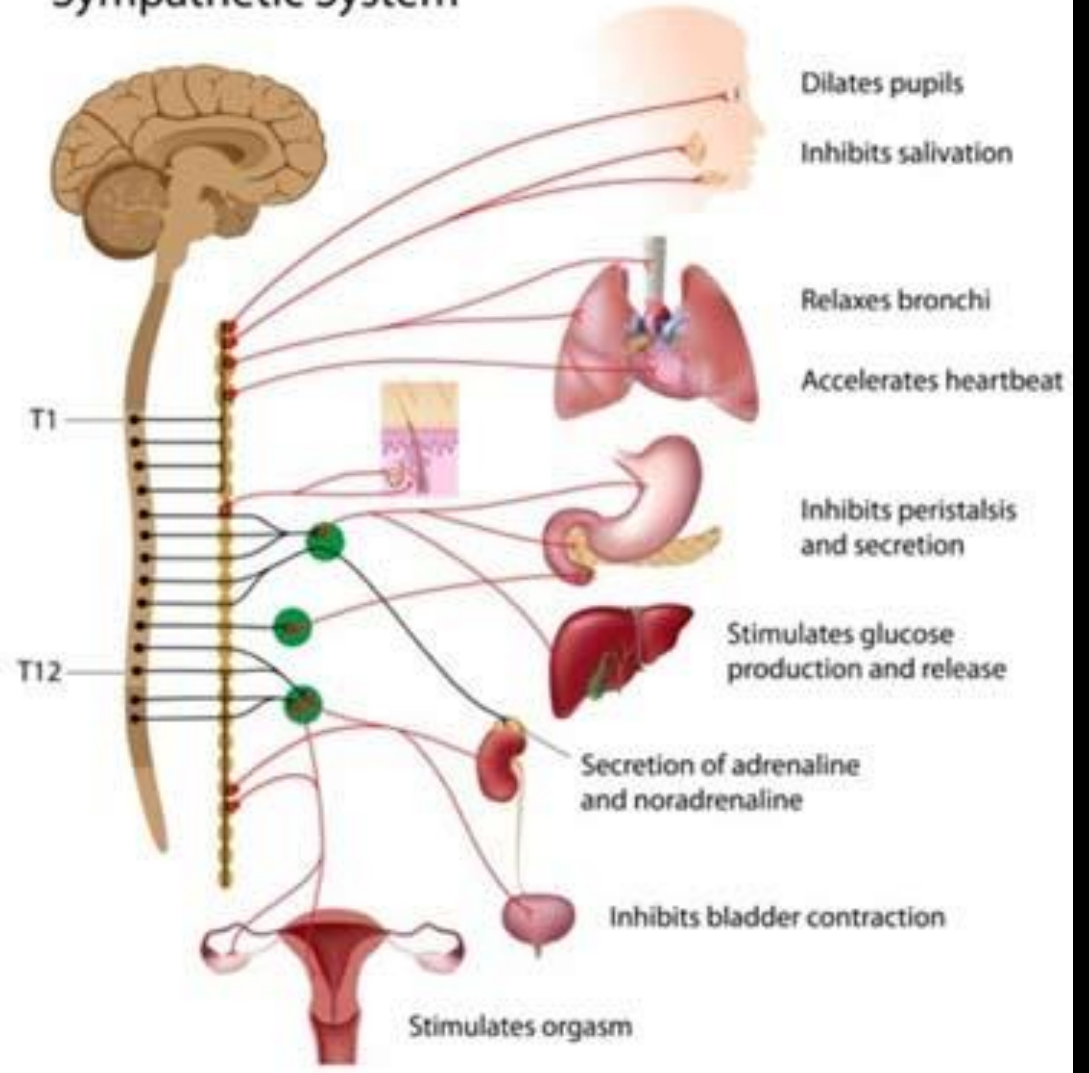
Phil Harding

 quotefancy

Parasympathetic System



Sympathetic System



"Thinking about Thinking"

Higher Reasoning

Executive Function

Prefrontal Cortex

9 Functions of the Prefrontal Cortex

1. Empathy
2. Insight
3. Response Flexibility
4. Emotion Regulation
5. Body Regulation
6. Morality
7. Intuition
8. Attuned Communication



Limbic Brain

1. Fight, flight, freeze stress response
2. Thinks, "Am I safe?"
3. Emotions live here



SELF-REGULATE YOUR NERVOUS SYSTEM!

- No matter how agitated, anxious, or out of control you feel, it's important to know that you can change your arousal system and calm yourself.
 - Mindful breathing. Simply take 60 breaths, focusing your attention on each out breath.
 - Sensory input. Does a specific sight, smell or taste quickly make you feel calm?
 - Staying grounded.
 - Allow yourself to feel what you feel when you feel it. Acknowledge your feelings about the trauma as they arise and accept them.
-

BE AN ALLY! FIND AN ALLY!

- An ally is someone who is not a member of an underrepresented group but who takes action to support that group.
- It's up to people who hold positions of privilege to be active allies to those with less access, and to take responsibility for making changes that will help others be successful.
- Active allies utilize their credibility to create a more inclusive workplace where everyone can thrive, and find ways to make their privilege work for others.



Loving yourself is
the greatest
revolution.





You wouldn't let this
happen to your phone.
Don't let it happen
to you either.

SELF CARE IS A PRIORITY.
NOT A LUXURY.



FIT YOUR OWN OXYGEN MASK FIRST

You're no use to anyone if you're running on empty.

Caring for yourself first is often the
best thing you can do, in order to help others.

It isn't selfish, or egocentric.

Just really good advice.

I am my own experiment.
I am my own work of art.

Madonna





Inspiring change in self & society

- “As we let our light shine, we unconsciously give other people permission to do the same.
- As we are liberated from our own fear, our presence actually liberates others.”
- Marianne Williamson

Thank you!

Dil **WICKREMASINGHE**