

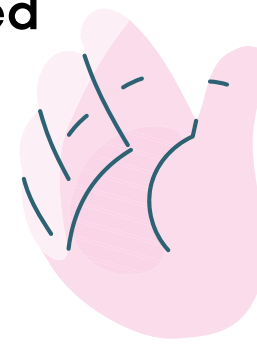
Helping Ethnically Diverse Staff Thrive

A Starter Guide

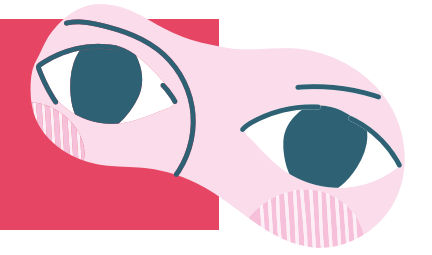
Guiding Principles

There is no one-size-fits-all solution or a silver bullet for Diversity, Equity and Inclusion. However, when you have an iterative approach to discover the solutions for your organisation and operate with the two principles below, you will be on the right track.

1. **Acknowledge ethnically diverse people have different lived experiences of the workplace than the majority**
2. **Actively help build an inclusive culture**



Key Terms



Diversity: the range of human differences, including race, gender, ethnicity, sexual orientation, age, physical ability etc.

Equity: process of recognising that advantages and barriers exist for some but not others. This creates unequal starting places, i.e. privileges. Equity is also about taking actions to address imbalances.

Inclusion: the act of making a person part of a group or collective, so each member feels valued.

Ally: a person who works to understand their privilege and uses it to end inequities.

Hire

- Is your job advertisement gender neutral and diversity friendly? [Check for masculine language.](#)
- Do you have a diverse panel and different ways to assess applicants?
- Do you have an objective criteria for selection?
- Are you aware of your biases?

Onboard

- How are new-starters supported? What are their specific needs, individually and as a group?
- Have you worked with them to determine what success looks like for the first 90 days?
- In what ways may some new-starters feel excluded?

Grow

- What is the standard of success? How might this standard promote some but pass on others?
- In what ways may the informal networks and social events be benefiting some but not others?
- What are the employee's strengths and ambition? Is this incorporated into their development plan?
- Are you noticing and speaking up about inequities in the workplace?

Exit

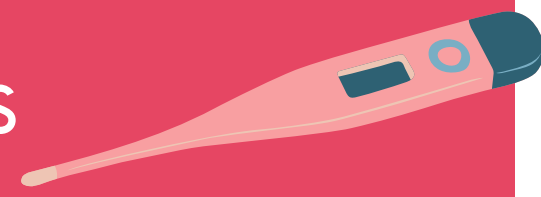
- Has the exiting employee had an opportunity to safely identify any problems with inclusion or equity that have contributed to them leaving?

For more tips on DEI, [book a free chat with Suki Xiao](#) or [watch this YouTube video](#) on the common challenges faced by ethnically diverse staff in the workplace.

Helping Ethnically Diverse Staff Thrive

A Starter Guide

Unhelpful Habits



- "We want to treat everyone equally" - this is not the same as equity and will only further inequality. Instead acknowledge that we have different starting points.
- "If you want to become a leader, you have to be strong and assertive, show that you are a leader" - this does not allow for different styles of leadership and people to show their unique strengths. Instead acknowledge the value that different leadership styles provide.
- "The fact is that the industry is more male-dominated and there is not much diversity so hiring is hard" - this shows the problem lies in the system and we need to do what we can to build up the pipeline and make opportunities more equitable.
- "That is what it takes to succeed here and that they are not tough enough to make it" - this shows your work culture is biased towards one type of person succeeding and there might be barriers for people who do not fit the type to advance.
- "I don't think they will fit this role because they've got two young kids and they don't come to any socials like Friday night drinks" - it is important to use an objective criteria when assessing or promoting someone. If an interview is used, make sure there is a diverse panel. However, it is important not to assume an interview is the best way for someone to showcase their skills.

Helpful Habits



- "What instances have you felt discriminated against or excluded?" - if done in a safe environment, this starts a conversation about what is real inclusion.
- "Can we make sure that we involve the parties impacted?" - Often DEI efforts are done "to" rather than done "with" the less privileged. As allies, we promote their voices rather than talk on behalf of them.
- "Have we heard from the people who have been quiet?" - When people do not speak up in meetings it's often because they don't feel safe to speak up, i.e. they are afraid that they will be judged. Another reason is that there are cultural norms like deferring to authorities and not interrupting others. So the key lies in creating a safe space that allows for people to voice their thoughts.
- "Can we rotate the role of note-taker/admin?" - women and people of colour tend to have a more collaborative approach to working and will generally take on admin roles for the team. It is important that these duties are shared equally amongst the team.
- "How can I be biased here?" - Asking ourselves this question deliberately provides us with a chance to pause so that our heuristics do not automatically kick in. A big part of being an ally is acknowledging our own biases and yes we all have biases :)

For more tips on DEI, [book a free chat with Suki Xiao](#) or [watch this YouTube video](#) on the common challenges faced by ethnically diverse staff in the workplace.