

Inclusion and diversity: A global perspective on “allyship” in the workplace



Welcome



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Inclusion and diversity: A global perspective on “allyship” in the workplace

Agenda

1. Welcome
2. A closer look at allyship
3. Legal obligations and allyship: A global view
4. A global employer's perspective on allyship
5. How can employers promote allyship?
6. How can a global business promote allyship across all locations?
7. Questions

A closer look at allyship

Inclusion, diversity and equality: What does it all mean?



“I” is for inclusion – a sense of belonging and feeling included



“D” is for diversity – our identities and what makes us unique



“E” is for equality and equity – equal opportunities and a level playing field



Diversity does not lead to inclusion....

If diversity is an invitation to the party
....



.... Inclusion is being asked to dance



What is allyship?

“The status or role of a person who advocates and actively works for the inclusion of a marginalised or politicised group in all areas of society, not as a member of that group but in solidarity with its struggle and point of view and under its leadership.”

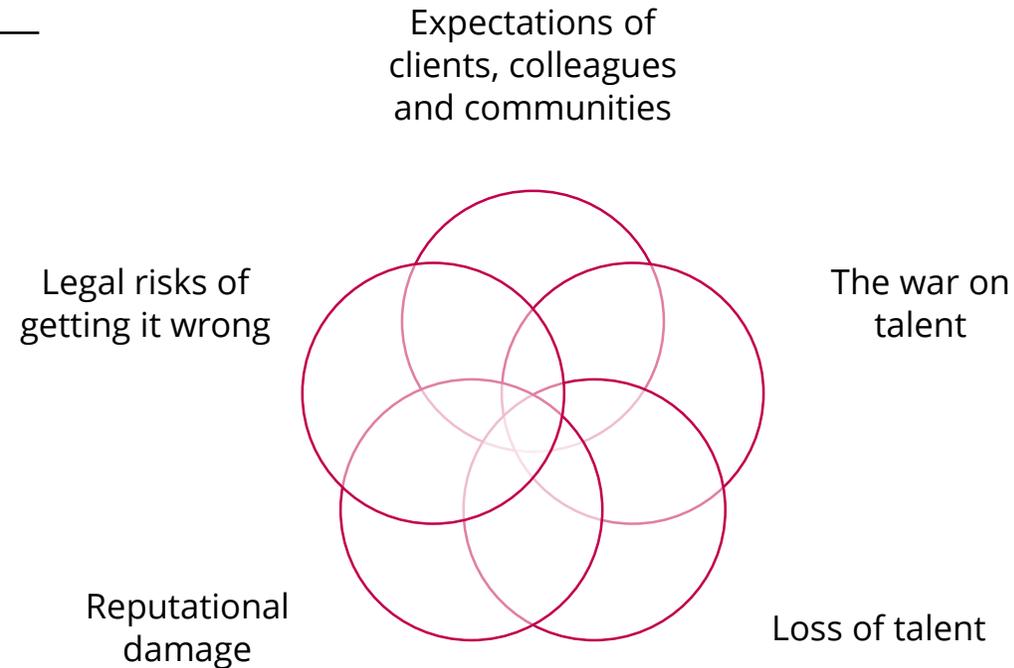
Dictionary.com



What is the aim of allyship and why is it important?



What is the aim of allyship?



There is work to be done

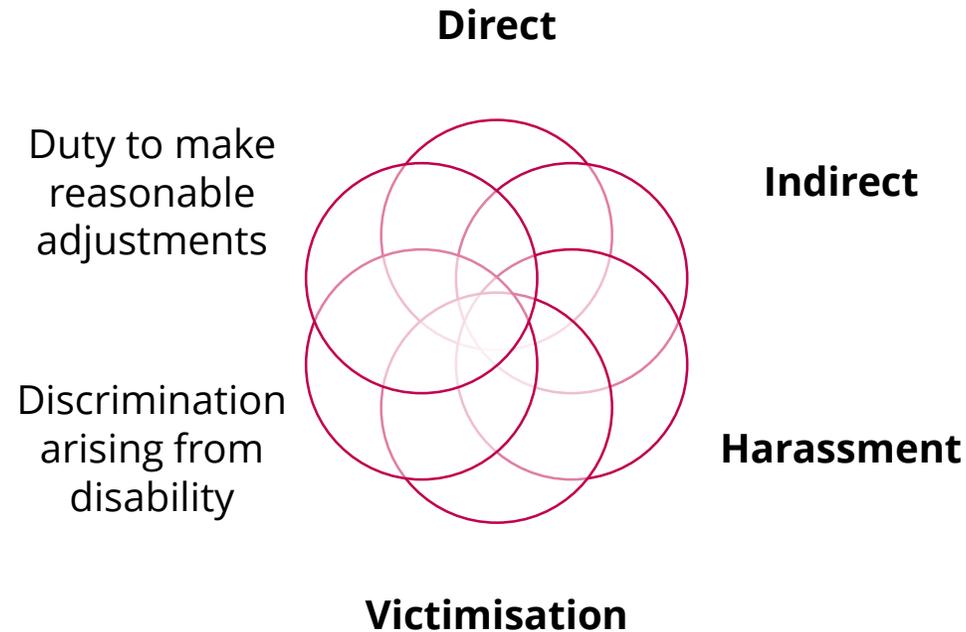
Two thirds admit not speaking up when discrimination is seen at work

Source - Wates

Legal obligations and allyship

Legal obligations: A round-up from the UK

What is discrimination?



The protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Legal obligations: A round-up from Australia

There are both Commonwealth laws and State/ Territory laws generally overlap to promote equal opportunity and prohibit discrimination in employment on the basis of a number of protected attributes, including race, sex, age, disability, religion, political opinion etc.

Where both apply, an employer is required to comply with both.

Relevant federal legislation	Relevant State/Territory legislation
<ul style="list-style-type: none">• <i>Age Discrimination Act 2004</i> (Cth)• <i>Australian Human Rights Commission Act 1986</i> (Cth)• <i>Disability Discrimination Act 1992</i> (Cth)• <i>Racial Discrimination Act 1975</i> (Cth)• <i>Sex Discrimination Act 1984</i> (Cth)	<ul style="list-style-type: none">• Australian Capital Territory – <i>Discrimination Act 1991</i> (ACT)• New South Wales – <i>Anti-Discrimination Act 1977</i> (NSW)• Northern Territory – <i>Anti-Discrimination Act 1992</i> (NT)• Queensland – <i>Anti-Discrimination Act 1991</i> (Qld)• South Australia – <i>Equal Opportunity Act 1984</i> (SA)• Tasmania – <i>Anti-Discrimination Act 1998</i> (TAS)• Victoria – <i>Equal Opportunity Act 2010</i> (Vic)• Western Australia – <i>Equal Opportunity Act 1984</i> (WA)

Legal obligations: A round-up from Poland

Labour Code (employment contracts)

Criteria of discrimination:

open catalogue

Scope:

- entering into employment relationship, its conditions, termination, promotion and access to training
- direct and indirect discrimination
- harassment

Remedies:

- compensation
- notification of National Labour Inspection

Act on Implementation of Certain Provisions of European Union in the Scope of Equal Treatment (other forms of employment)

Criteria of discrimination:

gender, race, ethnic origin, nationality, religion, belief, worldview, disability, age, sexual orientation

Scope:

- professional training, access to labour market and its institutions, access and conditions of performing business and professional activity, healthcare, social security
- direct and indirect discrimination

Remedies:

- compensation
- Polish Ombudsman
- Polish Ombudsman for Equal Treatment

Legal obligations: A round-up from Germany

Legal basis: Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz; AGG)

Protected characteristics:

- Race or ethnicity,
- Gender,
- Religion or belief,
- Disability,
- Age ,
- Sexual orientation.

Employee rights:

- Discriminating agreements and instructions are void;
- Complaints right;
- Entitlement of protection measures of the employer against discrimination;
- Equal pay in case of remuneration discrimination;
- Discriminating terminations are void;
- Damage claims in case of discrimination for not hiring or not promoting.

Prohibited behaviour:

Discrimination because of any of the protected characteristics in form of

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Sexual Harassment
- Instruction to discriminate

Germany particularity (downside):

“AGG hopping”- misuse of AGG rights to earn money from damage claims.

A global employer's perspective on allyship

A global employer's perspective on allyship

Strategies

- Education & training
- Inclusive hiring & promotion practices
- Employee Resource Groups (ERGs)
- Mentorship & sponsorship programs

Global HR Strategy & Policy Alignment

- Policy review & revision
- Cultural sensitivity
- Employee feedback & engagement
- Metrics & accountability

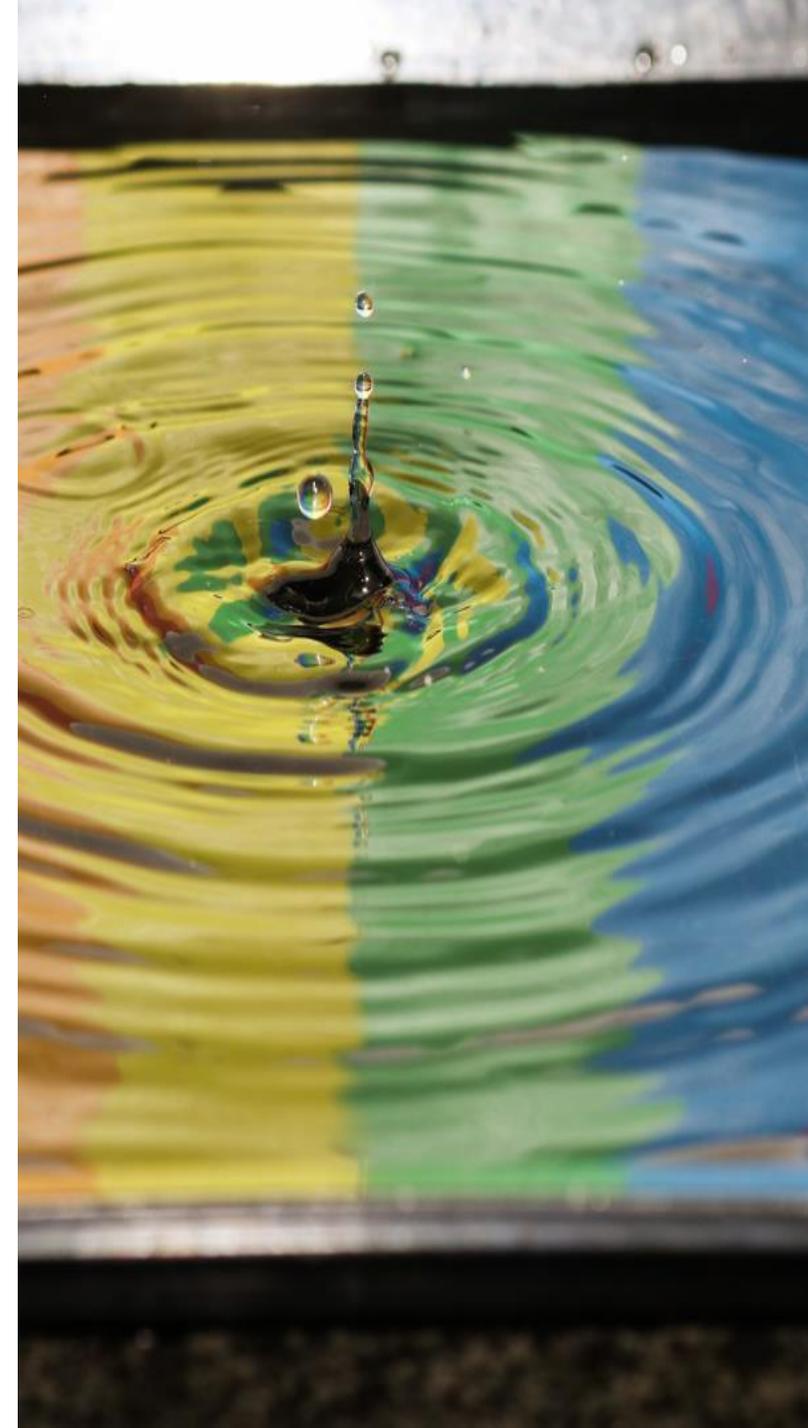
How can employers promote
allyship?

Understanding bias

What? It's our brain taking short cuts. It is normal and affects everyone.

Why? It helps build mindfulness & empathy.

Action: Challenge your own thinking. Become more mindful of your bias and the experiences of others.



Practicing inclusive considerations

What?: Think about user journeys and barriers. Also consider those impacted by association.

Why?: Most systems have not been built with diverse users in mind. This shows people you see them and value them.

Action: Think about your audience and consider inclusion and diversity in everything you do.

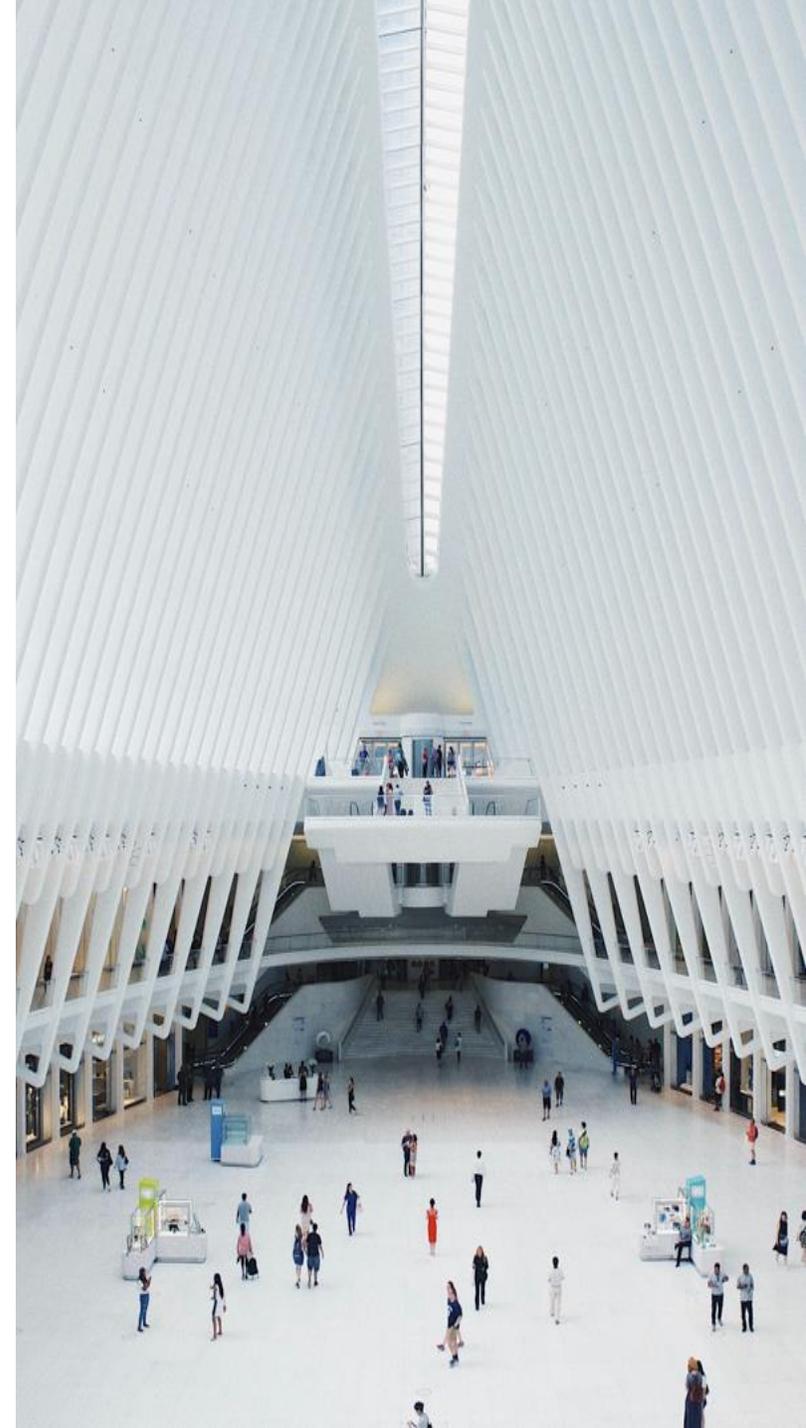


Be overt

What?: It is not enough to not discriminate - we need to show anti-discrimination.

Why? How will people know we are allies unless they can see it?

Action: Be a visible ally and contribute to the creation of safe spaces.

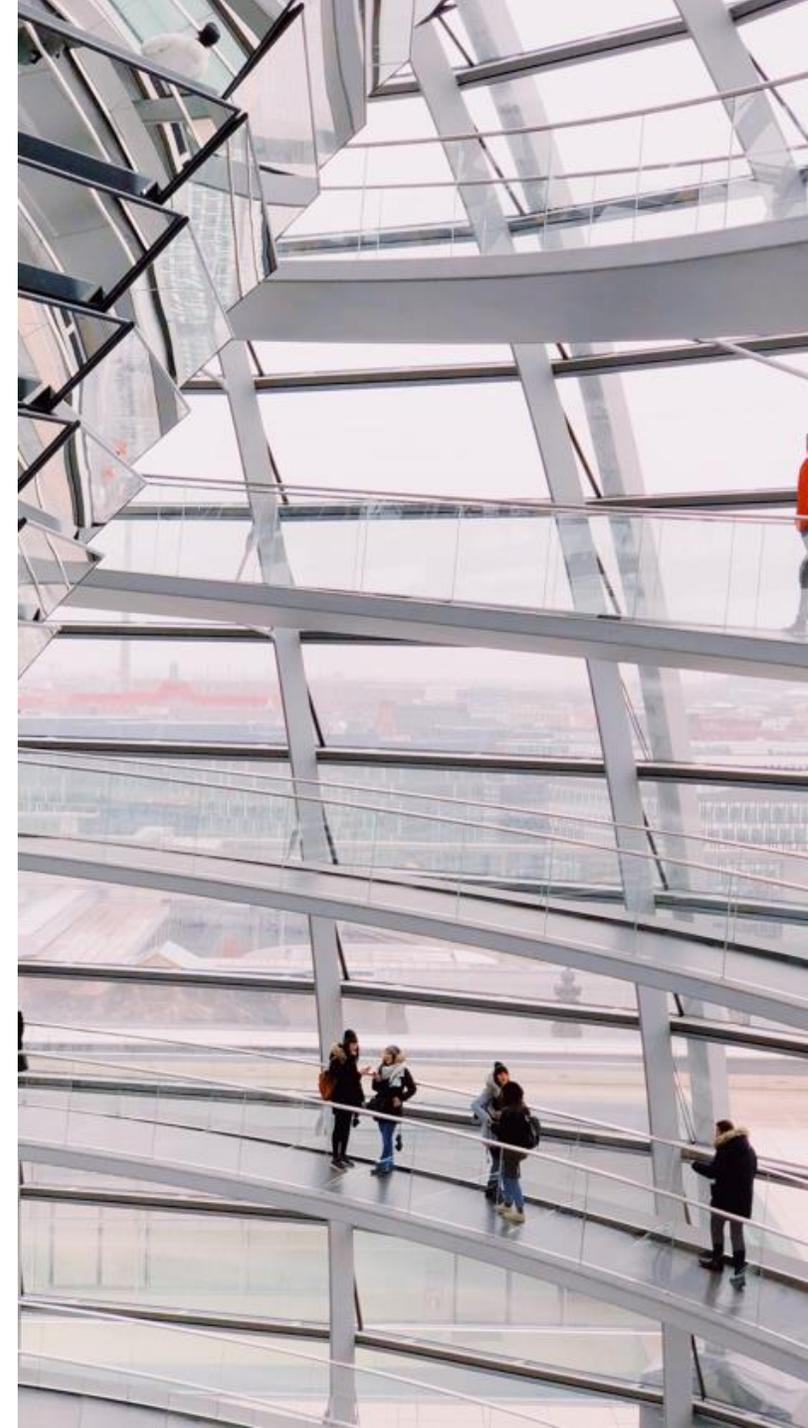


Be a courageous bystander

What?: Take action against unacceptable behaviour when appropriate and **safe** to do so.

Why? – We are all responsible for ending discrimination and setting a tone for what is acceptable.

Action: This could be stopping overt discrimination, banter, use of old terms etc.



Continue the journey

What?: Listen, learn, be brave and take on uncomfortable situations.

Why? We must continue to learn and evolve with our understanding of inclusion and diversity and discrimination.

Action: Keep the conversation going. You can help to normalise topics.



How can a global business
promote allyship across all
locations?

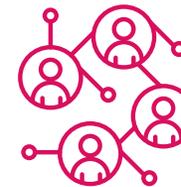
How can a global business promote allyship across all locations?



Prioritise cultural competency
– educate the workforce on
different cultures within the
organisation



Consistent messaging



Be aware of global issues and
the impact on different
locations.

How can a global business promote allyship across all locations?



Think globally



Tone from the top



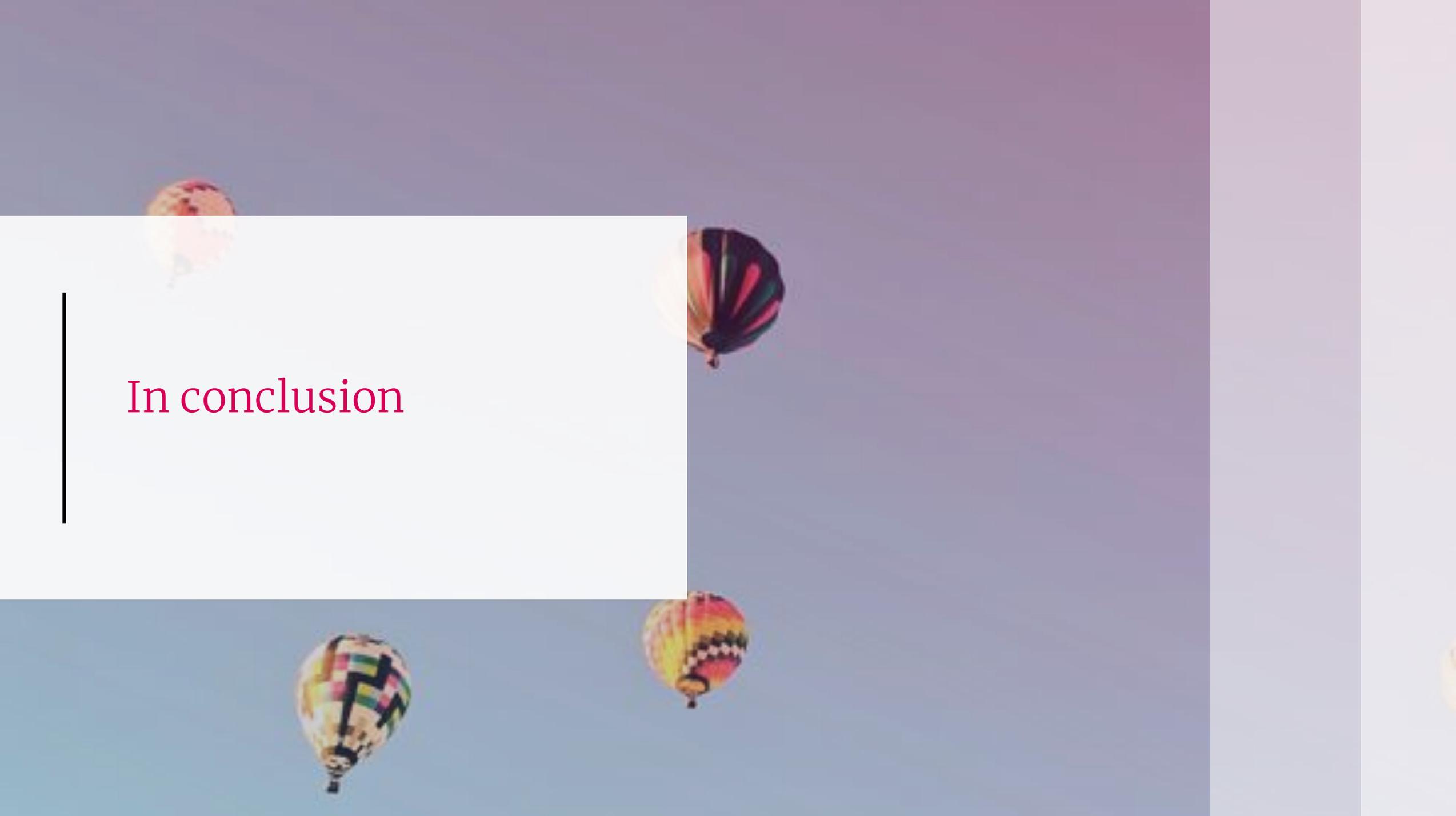
Authenticity is crucial

Key considerations

- What can I influence / impact in my role?
- How can I consider diverse needs within my role and duties?
- What quick / small things can I do to be a visible, active ally?
- How can I view my decision making through an I&D lens?

dwfgroup.com





In conclusion

Questions



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