

Tip sheet

Diversity at work

Maintaining a diverse work environment is a shared responsibility. Employees play a crucial role in uplifting each other and building a culture of respect.



Doing your part for workplace diversity

Understand the strength in our differences

Recognise the unique strengths that different individuals bring to the workplace. When we work with people outside our own demographic, we can access new ways of thinking and expand our creativity.

Expand your social circles

We often gravitate towards people who seem like us; however, actively seeking connections with a diverse group of colleagues opens us up to new friendships and opportunities for personal growth.

Always be curious

Try not to take it anyone's apparent upbringing (or your current knowledge) for granted. Instead, be curious about the people around you and open to learning more about them. This works best when you stay open-minded and respectful. If you misstep, apologise and ask for advice.

Educate yourself

Once you've engaged your curiosity, consider educating yourself more deeply about different cultures, traditions and perspectives. This can be done through personal research, discussions with your colleagues or connecting with local communities.

Challenge your unconscious biases

Reflect on your own personal biases and work to overcome them. Be mindful of language and avoid making assumptions based on stereotypes.

Stand up against discrimination

If you see something, say something. Address and question biased remarks or behaviours from others in a constructive way. When someone is excluded, overlooked or mistreated, be their ally by speaking out for equal recognition and opportunities.

Participate in diversity initiatives

Join employee resource groups or affinity networks. Engage in diversity-related events, workshops and training programs. If none exist, consider raising this at your next team meeting.

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