



Audience
Table Talk (Office/Departments)



DEI level
Advanced



Time Allocation
10 minutes

Learning Objectives

To commit to leading conversations and to uncovering attitudes that lead to actions that cause harm or pain to others, replacing them with actions that demonstrate respect, inclusion, caring, and dignity for others.

Definitions

To help make a difference, there are six attitudes we need to be aware of in ourselves, watch for in others, and strive to change because they lead to behavior that directly or indirectly harms coworkers:

- **Racism:** Discriminatory and prejudicial attitudes and systems that harm racialized communities.
- **Sexism & Genderism:** Discrimination towards people based on their sex and/or gender identity.
- **Ageism:** Discrimination based on age.
- **Homophobia:** Fear, hatred, discomfort with, or mistrust of people who are LGBTQIA+.
- **Religious Bias:** Preferences, attitudes, and actions that affect people based on their religious beliefs and practices.
- **Xenophobia:** Prejudice and/or dislike of people from other countries.

■ Content

Sustaining a respectful workplace is critical to the continued safety and well-being of each employee. Words, attitudes, and behaviors have power. We must commit to leading conversations and to uncovering attitudes that lead to actions that cause harm or pain to others, replacing them with actions that demonstrate respect, inclusion, caring, and dignity for others.

■ Attitude Influence Behavior (Anti-Isms)

Each one of us needs to create and maintain an environment that insists on respect. It takes courage to admit that our attitudes and actions can harm people, whether intentionally or unintentionally. It takes courage to care for people who are different from us. We must be committed to creating a work environment where everyone feels safe, valued, and respected.

To help make a difference, there are six attitudes we need to be aware of in ourselves, watch for in others, and strive to change because they lead to behavior that directly or indirectly harms coworkers:

- **Racism:** attitudes and systems that harm racial groups
- **Sexism & Genderism:** attitudes and actions that harm people based on sex or gender identity
- **Ageism:** attitudes and actions that harm people based on age

- Homophobia: attitudes and actions that harm people based on sexual orientation
- Religious Bias: attitudes and actions that harm people based on their religious beliefs
- Xenophobia: attitudes and actions that harm people from other countries

■ Making a Commitment

- What characteristics of a respectful workplace have you experienced?
Here are a few more examples of how we can model and help sustain a respectful workplace culture.
- Acknowledge that attitudes and actions (prejudices and discrimination) hurt people.
- Pay attention and recognize how you treat others based on their race, sex, age, gender, sexual orientation, religion, or place of origin.
- Build relationships and find common ground with people who are different from you (think sports, food, hobbies, goals, family, children, and pets)
- Respect and appreciate differences. Keep learning about other cultures to help you better understand others and why they show up as they do.
- Acknowledge your own biases and blind spots and actively work to remove those behaviors that can cause harm. Change is an intentional journey that requires continuous learning, time, and effort. Only you can decide for yourself to do something that helps to build and maintain a respectful workplace.
- Along with your own commitment, honor the journey of others. Not everyone learns and changes at the same pace. With that in mind: If you yourself experience harmful and disrespectful words or behavior, say something. If you hear or see harmful and disrespectful words or behavior against others, say something. If you give feedback to someone, do it with respect.
- If you have hurt someone (intentionally or unintentionally) and they provide feedback, assume positive intention, accept it with respect, and apologize graciously.



Discussion Questions

- 1 What ideas do you have for how we promote and encourage a respectful workplace culture?
- 2 How can you affect workplace culture for others in a positive way?
- 3 Based on what you have learned today, what is one commitment you will make now to contribute to a respectful workplace?