

QC63 Diversity and Equity for Workplace Wellbeing

Commented [LF1]: Reviewed by leisa, added space between table cells and version.

Transcript 4: I'm not biased! Part 1

Vimeo link	https://vimeo.com/1157378521/e345dbf239
Rachel	So, tell me, how's things with the team since we last spoke?
Ken	Well, I've been doing quite a bit of thinking about it. And if I'm honest I don't think everyone is feeling respected and connected. Or like they're contributing or progressing in their career – even if we are getting the work done. I just feel like, how can we ever get back on the same page?
Rachel	Sounds like you've been doing some real reflection about what that diversity means for people in the team. That's a big step.
Ken	Yeah, but how does knowing that actually help me get the team working better?
Rachel	Good question. You want to know what you can do as a leader to support inclusion?
Ken	Well, I thought I already was. I've always encouraged everyone to be part of the team. I work hard at that. I mean look at my team. It's not like I'm prejudiced!
Rachel	I hear you. It's clear you're committed to fairness, and I can see that you've hired a team with lots of diversity. And I'm not saying you or anyone in your team have ever intentionally excluded or limited someone. But sometimes we can all think or act in ways that have impacts that we don't even realise.
Ken	Mm-hmm.
Rachel	We all have our blind spots. And recognising them is part of becoming an inclusive leader. Actually... that reminds me, I've got an activity that might help with some of this. Would you like to give it a go?
Ken	Sure, I'm up for it.

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