


**Respect For All  
In The Workplace**



AnthemEAP

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**What does an inclusive workplace  
environment mean to you?**

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**What Makes You Feel Included In Your Workplace?**

- When you are invited to participate in meetings?
- When coworkers involve you in their activities?
- When employees understand your personal interests, religion, and beliefs?
- When personal matters such as health concerns or child concerns are acknowledged?
- When there is strong and positive communication?

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**Diversity And Inclusion Are Important**

<p><b>Diversity</b></p> <ul style="list-style-type: none"> <li>• Representation</li> <li>• Presence of underrepresented groups</li> <li>• Has a seat at the "table".</li> </ul>	<p><b>Inclusion</b></p> <ul style="list-style-type: none"> <li>• Integration</li> <li>• Safety of underrepresented groups</li> <li>• Has a voice at the "table", valued member of the team.</li> </ul>
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**Basic Rights: LGBTQI+**

- No one should have to announce or share their identities
- Feel free to speak up if they feel inappropriate language or actions are occurring
- Feel safe at all times
- Have an accessible bathroom – DO NOT POLICE BATHROOMS

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**Respect For All: LGBTQI+**

<p><b>ALWAYS...</b></p> <ul style="list-style-type: none"> <li>• Treat LGBTQI+ persons the same as anyone else</li> <li>• Understand individual's LGBTQI+ status is only a small part of who they are</li> <li>• Listen &amp; take cues about what LGBTQI+ want to share or talk about</li> <li>• Respect and support</li> <li>• Research and educate yourself</li> <li>• Remember and embrace everybody is different</li> </ul>	<p><b>NEVER...</b></p> <ul style="list-style-type: none"> <li>• Try to guess someone's pronouns</li> <li>• Ask who is the 'man/woman' in a same sex relationship</li> <li>• Base gender on genitals or ask personal questions about genital</li> <li>• Force yourself into the community as an ally</li> <li>• Out a person without their permission</li> </ul>
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**Managers Respect LGBTQI+ Community Members By...**



- Creating an atmosphere where all are welcome and feel safe
- Offering seminars that educate staff
- Referring to company policies
- Striving to be an inclusive employer
- Determining how the employee would like to be referred to – everyone is different
- Don't make a thing or issue if there is none

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**Employees Respect LGBTQI+ Community Members By....**



- Creating a welcome atmosphere
- Ensuring that colleagues don't feel discriminated
- Educating themselves to be more informed
- Monitoring their own language in oral and written communication
- Respecting private issues
- Refraining from discussing past sexual behaviors

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**Basic Rights: African Americans**

- No one should have to announce or share their racial identities or answer questions about their racial identity  
EX: "Are BOTH of your parents Black?"
- Feel free to speak up if they feel inappropriate language or actions are occurring
- Feel safe at all times



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**Respect For All: African Americans**

**ALWAYS...**

- Treat African Americans the same as anyone else
- Understand individual's self-identified race is only a small part of who they are
- Listen & take cues about what African Americans want to share or talk about
- Respect and support
- Research and educate yourself
- Remember and embrace everybody is different

**NEVER...**

- Assume you share the same political views or shared experiences when discussing race and politics
- Ask if you can touch their hair – NEVER
- Expect after a major civil rights event that African Americans have to answer your questions – CHECK YOUR PRIVILEGE
- Assume just because you have questions African Americans have answers
- Force yourself into the community as an ally

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**Managers Respect LGBTQI+ & African American Community Members By...**

- Creating an atmosphere where all are welcome and feel safe
- Offering seminars that educate staff
- Referring to company policies
- Striving to be an inclusive employer
- Determining how the employee would like to be referred to – everyone is different
- Don't make a thing or issue if there is none

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**Employees Respect LGBTQI+ & African American Community Members By.....**

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### How To Be Actively Anti-racist And Be An Ally



- Discover and learn with humility how we got here today in America
- Read and attend workshops and conferences that focus on race relations
- Join a group where you can ask questions
- Find a mentor
- Make sure all voices in your organization are represented and heard

13

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### 10 Keys to Everyday Anti-Racism

1. Education
2. Intention
3. Courage
4. Individuality
5. Humanity
6. Allyship
7. Love
8. Anti-racist work
9. Equality
10. Empathy

14

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### Are You Aware Of Your Blind Spots?

- Harvard Implicit Association Test
  1. 68% of respondents preferred light skin tone compared to dark skin tone.
  2. 19% had no preference.
  3. 13% of respondents preferred dark skin tone compared to light skin tone.
- Affinity bias



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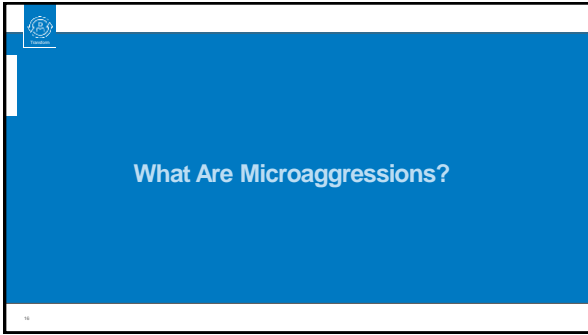
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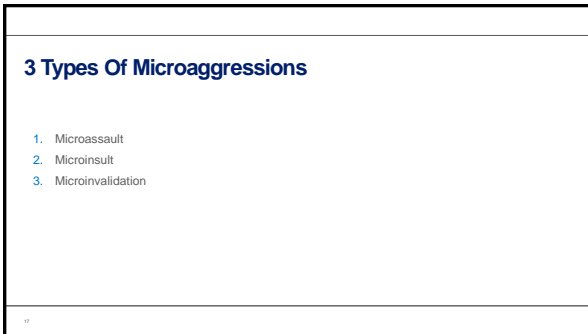
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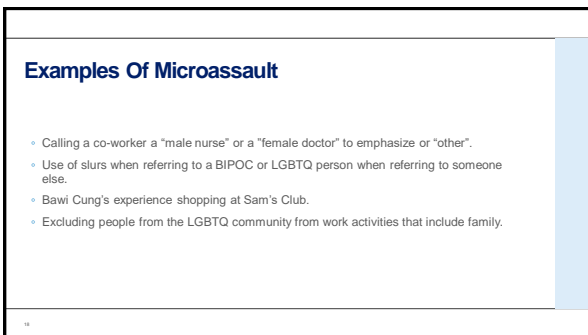
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**Examples Of Microinsult**



- Asking to touch a colleague's hair to see if it's real.
- Implying that the only reason a BIPOC person has their job is because of their ethnic identity and not their qualifications.
- Telling a Latinx or Asian American "you speak excellent English."
- Kim Goodwin's viral tweet on mansplaining.

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**Examples Of Microinvalidation**

- Asking an Asian American, "where are you from?"
- Telling BIPOC person that all they have to do is work hard to get ahead.
- Dismissing a person's experience (LGBTQ, BIPOC or women) related to their identity.



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**Impact Of Microaggressions**

- Reduced productivity
- Depression
- Anxiety
- Lack of psychological safety.
- Increased turnover

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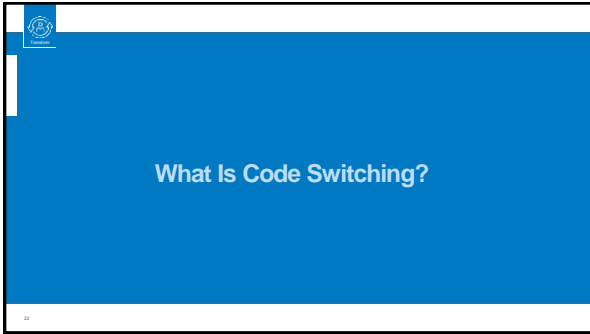
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Slide 22 features a blue background with the title "What Is Code Switching?" in white text. A small logo is visible in the top left corner, and the number "22" is in the bottom left corner.

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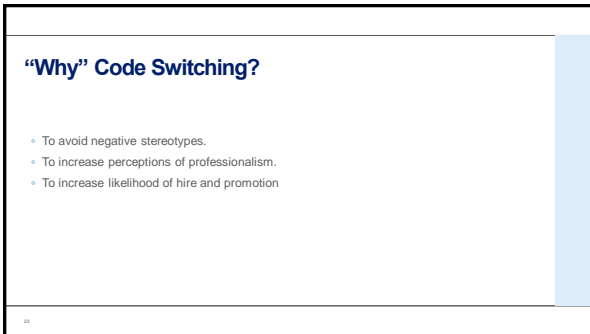
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Slide 23 has a white background with the title "Why Code Switching?" in blue. It lists three reasons: "To avoid negative stereotypes," "To increase perceptions of professionalism," and "To increase likelihood of hire and promotion." A light blue vertical bar is on the right, and the number "23" is in the bottom left corner.

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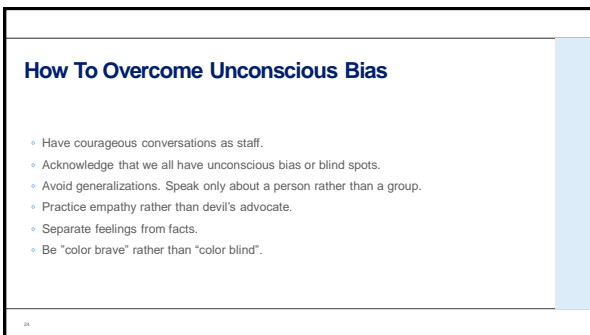
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Slide 24 has a white background with the title "How To Overcome Unconscious Bias" in blue. It lists five strategies: "Have courageous conversations as staff," "Acknowledge that we all have unconscious bias or blind spots," "Avoid generalizations. Speak only about a person rather than a group," "Practice empathy rather than devil's advocate," "Separate feelings from facts," and "Be 'color brave' rather than 'color blind'." A light blue vertical bar is on the right, and the number "24" is in the bottom left corner.

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**Evaluation QR Code**



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is here for you.

Visit the website: [anthemeap.com](http://anthemeap.com)  
And enter company code: **Fulton**

Call us: 800-999-7222



26

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**THANK YOU FOR PARTICIPATING!**

**Respect For All In The Workplace**

**Anthem**EAP

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