

Illuminate Opportunity: Equity in the workplace

HR Tools for Alberta Electricity and Renewables Employers



How can I manage in a more inclusive way?

Employees with inclusive managers are 1.3 times more likely to feel that their innovative potential is unlocked. Those who are able to bring their whole selves to work are 42% less likely to say they intend to leave their job within a year.

If...	Then...
Someone is interrupted	<input type="checkbox"/> Calmly interject: "Hold on Fred, Marie wasn't quite finished" <input type="checkbox"/> Implement and enforce a 'no interruptions' rule
An inappropriate comment or joke is made in a meeting	<input type="checkbox"/> Question the comment: "What did you mean by that?" or "What are you basing that on?" <input type="checkbox"/> Share contrary evidence: "I read a study the other day that showed that this is not the case..." <input type="checkbox"/> Point to the equitable approach: "We don't evaluate people on personal characteristics" <input type="checkbox"/> Call it out: "That comment was offensive" or "That made me uncomfortable."
You find that not everyone can make the regular team social event	<input type="checkbox"/> Change the format of your regular team social, e.g. to a lunch, so that it's easier for individuals with caregiving or other responsibilities to join

<p>Not all team members express their views and opinions</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Make it safe to propose novel ideas, and try things in multiple ways <input type="checkbox"/> Be open to receiving input in various ways (email, in person, etc.) <input type="checkbox"/> Credit team successes arising from suggestions received
<p>You encounter some resistance to DEI</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Share your own story of why DEI is important <input type="checkbox"/> Create space for difficult conversations
<p>You want to help employees feel heard and trusted</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Empower team members to make decisions <input type="checkbox"/> Take on advice and implement feedback received
<p>You want to create an environment of continuous improvement and learning</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Regularly give actionable feedback and encourage others to do the same



For more, visit electricityhr.ca

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