SOM Leadership Webinar Series

ROLE OF OCCUPATIONAL HEALTH LEADERSHIP IN PROMOTING EQUALITY, DIVERISTY & INCLUSION (EDI) AT WORK:

Allyship Through Effective Occupational Health Service Provision

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Overview

▶ EDI: The basics …

▶ Allyship overview

▶ Leadership, allyship and promoting EDI through Occupational Health

▶ Pearls of Wisdom – 3 key messages

Equality, Diversity & Inclusion (EDI)

Who is right and who is wrong?

Poll Question

Do you think EDI is important in your role as an Occupational Health Professional / Practitioner?

What are the basics?

▶ Equality – Everyone has an equal chance regardless

▶ Diversity – Everything that makes you unique

▶ Inclusion – The act of creating fairness

Is there a role for Occupational Health in Promoting Equality, Inclusion & Diversity in the Work place?

Being an Ally …..

*"**Actively promotes** and aspires to advance the culture of inclusion through **intentional, positive and conscious** efforts that benefit people as a whole"*

Allyship – The Key to Unlocking the Power of Diversity, Forbes 2018

Why are they important?
- Allies can be an important bridge between work, employees and employee resource groups (ERG)

What it means to be an Ally?
- An opportunity to grow and learn about yourself, whilst building confidence in others
- Giving the "vulnerable" a voice
- It's a journey – a lifelong process of building relationships

Allyship Journey

ALLY CONTINUUM

APATHETIC
NO UNDERSTANDING OF THE ISSUES

AWARE
KNOWS BASIC CONCEPTS, NOT ACTIVE ON BEHALF OF SELF OR OTHERS

ACTIVE
WELL-INFORMED, SHARING AND SEEKING DIVERSITY WHEN ASKED/PROMPTED

ADVOCATE
COMMITTED, ROUTINELY AND PROACTIVELY CHAMPIONING INCLUSION

From Unaware to Accomplice: The Ally Continuum, Jennifer Brown

What can we do as Occupational Health Professionals?

OR

- Silo-working
- Poor strategic engagement (if any at all)
- Minimal impact
- Seen as poor value for money ……

- Translating policy into practice
- Ensuring strategic accountability
- Help to embed an EDI culture
- Guide strategy implementation

APATHETIC   **AWARE**   **ACTIVE**   **ADVOCATE**

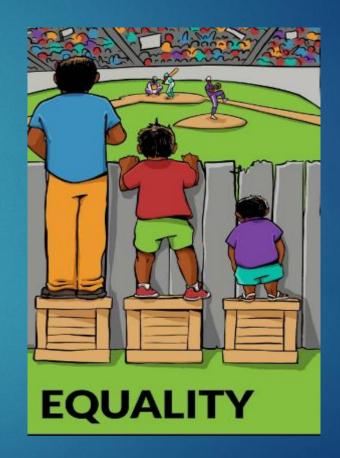# Storytime: Managing Stress at Work

EDI factors in OH

▶ Peter

▶ John

▶ Sally

- ✓ Culture
- ✓ Race
- ✓ Work-life Balance
- ✓ Gender
- ✓ Age
- ✓ Disability
- ✓ Medical factors

Guiding leadership principles …

- Be aware

- Be involved

- Be engaging

- Be outcome focussed

Reflections & Pearls of Wisdom

KEY MESSAGES

▶ Occupational Health does have an important role in promoting and embedding EDI at work to ensure a culture of "fairness" at work

▶ Allyship is about being intentional, positive and making a **conscious** effort to make a difference when it comes to promoting EDI at work but it is a **process**

▶ As professionals we can make a difference by promoting awareness, improving engagement or just by being curious!

Poll Question

How do you think you can promote EDI in your role as an Occupational Health Professional / Practitioner following today's talk?