HOW WE LIVE
MESSAGES WE RECEIVE

How to raise your hand in class (Harvard Business School)

“mistakes women make and how to fix them”

“how women unintentionally hold themselves back”
Words reflect workplace culture and can reinforce negative stereotypes around gender, race, and sexual orientation.

Impact

Ignoring differences can stifle trust, authentic communication, and your ability to connect with someone who is different from you in some way.

Research Says

"WE DON’T SEE COLOR– ONLY PEOPLE."

It is not racist to see a person’s race or ethnicity—it is in fact a natural tendency. Avoiding conversations about race to maintain neutrality will not create an ideal work environment for all employees.²

What to Do Instead

Ask your colleagues who have a different racial, ethnic, or cultural background than yours if they feel your workplace honors their identity and experiences.

1. PROMOTE THE VALUE YOU BRING

Social sensitivity and conversational turn-taking (Woolley et al., 2010)

2. HELP OTHERS BELONG

Reach out to one person who attended the conference today and set up a virtual lunch/coffee. Use the time to find points of commonality, points of difference, and share your perspective as honestly as you can.

PLAN FOR 2021…

June 25 @ Genentech