

DIVERSITY: THE CANARY OF THE CORPORATE WORLD

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WHY A LACK OF DIVERSITY IS LIKELY TO MEAN YOUR SYSTEM IS SICK

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Inclusion and diversity co-dependency

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Integration is a universal symptom of health

3

What makes it hard to be inclusive?

4

Implications for OHS professionals

INCLUSION AND DIVERSITY ARE CO-DEPENDENT

We need inclusion to achieve diversity

Diversity promotes inclusion

Lack of diversity is a warning sign that there are low levels of inclusion



The background of the slide is a complex, abstract network diagram. It consists of numerous small, semi-transparent circular nodes connected by thin, light-colored lines. The nodes are arranged in a way that suggests a global or interconnected system, with some nodes acting as hubs and others as peripheral points. The overall color palette is warm, featuring shades of orange, brown, and yellow against a light cream background.

WHY INCLUSION MATTERS

Integration is the
universal symptom
of health

WHAT MAKES IT HARD TO BE INCLUSIVE?

TWO SYSTEM BRAIN

System 1: Sub-cortex (automatic)

Formed by stereotypes, schemas and emotions and feelings at the time;
home of the amygdala

System 2: Cortex (deliberate)

Pre-frontal cortex or CEO of the brain

- Attuned communication, empathy and emotional balance
- Response flexibility / Fear modulation
- Insight, perspectives and moral awareness

Source: Kahneman, D (2012), Thinking fast, and slow



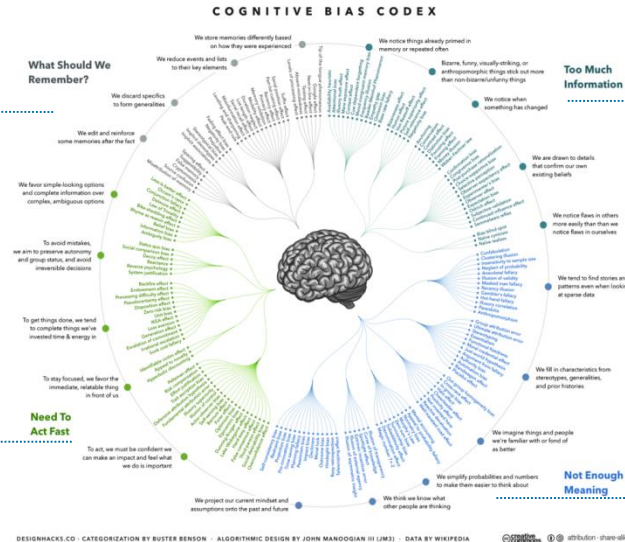
BIAS: THE COST OF OUR AUTOMATIC BRAIN

We edit and
reinforce memories
after the fact

We favour the
immediate, relatable,
thing in front of us

We are drawn to
details that
confirm our own
existing beliefs

We imagine
things or people
we are fond of as
better



WHAT MAKES IT HARD TO BE INCLUSIVE? OUR EMOTIONAL REGULATION SYSTEM



THREAT SYSTEM

- Avoiding danger
- Fight, flight, freeze
- Attention hijacking
- Self focus
- Amygdala triggered and adrenalin fuelled
- Part of automatic system



DRIVE SYSTEM

- Excitement / joy
- Move towards resources and rewards
- Pressure to 'do', achieve, problem solve, make decisions
- Self and task focus
- Dopamine and endorphin triggered



CONTENTED SYSTEM

- Emotional awareness
- Affiliation and ethical decision making
- Self, task and other focus
- Works through oxytocin
- How co-creation happens

**WE SPEND MOST OF OUR TIME IN
THESE MODES**



Source: Adapted from 'How to have a good day' by Caroline Webb (2016)

WHAT MAKES IT HARD TO BE INCLUSIVE?

WE DON'T INVEST ENOUGH IN OUR MIND BODY CONNECTION



SLEEP



EXERCISE



DIET



POSE



LOW-TECH



MINDFULNESS

A LITTLE BIT MORE ON MINDFULNESS

Practice of maintaining a moment-by-moment non-judging awareness of our thoughts, feelings, bodily sensations, and surrounding environment

FORMAL

Focussed sitting

INFORMAL

Principles integrated
into day to day life

LIVING WITH ATTENTION AND INTENTION

IMPLICATIONS FOR OHS PROFESSIONALS



IMPLICATIONS FOR OHS PROFESSIONALS



**Get a seat at the
I&D table**



**Conflate the OHS
and I&D narrative
and strategy**



**Integrate
mindfulness into
the leadership
agenda**



**Highlight the
benefits to the
individual**

QUESTIONS



MERCER

MAKE TOMORROW, TODAY