



Getting it right: code-switching

It's normal to present ourselves differently in different situations - for example; we might act differently around family and friends compared to how we behave at work. This is called code-switching. But for those from diverse backgrounds, changing to fit in with the work culture can be exhausting.

Are we getting it right?

Workplaces are complex, with office politics and unspoken rules to navigate. In an Anglo-oriented corporate world, some employees may need to hide part of themselves and conform to inflexible ways of doing things to fit in better. This could look like using corporate jargon in meetings or toeing the line when someone makes an inappropriate comment or joke at the expense of a disadvantaged community or employee.

But it's not ideal. If we want to attract diverse people to the workplace, they need to be able to be genuine and be themselves.

#GettingItRight



Companies often say they want their employees to **'bring their whole selves to work'**. Is it happening in practice? Are you providing a space where employees feel comfortable to show their culture, not hide their sexuality or suppress their gender to fit in?



Making your **physical spaces** more comfortable for diverse employees can include gender-neutral bathrooms, ensuring offices are accessible for people with disabilities, and undertaking Acknowledgements of Country before meetings.



Lead by example! What are your company's **values**? What procedures, policies and processes are in place to support diverse employees? Embedding diversity at the highest levels of your organisation - and making it visible - will help it flow through into day-to-day processes and recruitment so that people from diverse backgrounds feel welcome. Make diversity part of your organisation's DNA.



If you're in charge of writing policies and procedures, you need to understand the perspectives of those you'll be applying the policies to. **Immerse yourself** in the community and try to understand what people from diverse backgrounds experience.

Interested to learn more?

- Read [this report from McKinsey & Company](#) about the business case for diversity, and why designing an inclusive workplace is so important.
- Ready to write your diversity, equity and inclusion strategy? This [Jobbank blog](#) will help you understand what to include.
- Visit our [Resource Centre](#) or [get in touch](#) with our team today.