

# **DIVERSITY IS KEY: EMPOWERING SENIOR MANAGERS AND PROFESSIONALS**



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8 October 2020

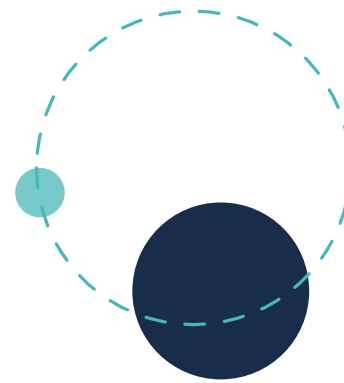
# | AGENDA

**01 INCLUSION**

**02 UNCONSCIOUS BIAS**

**03 DIVERSITY AND INCLUSION STRATEGIES**

**04 PPS EXPERIENCE**



# What is inclusion?



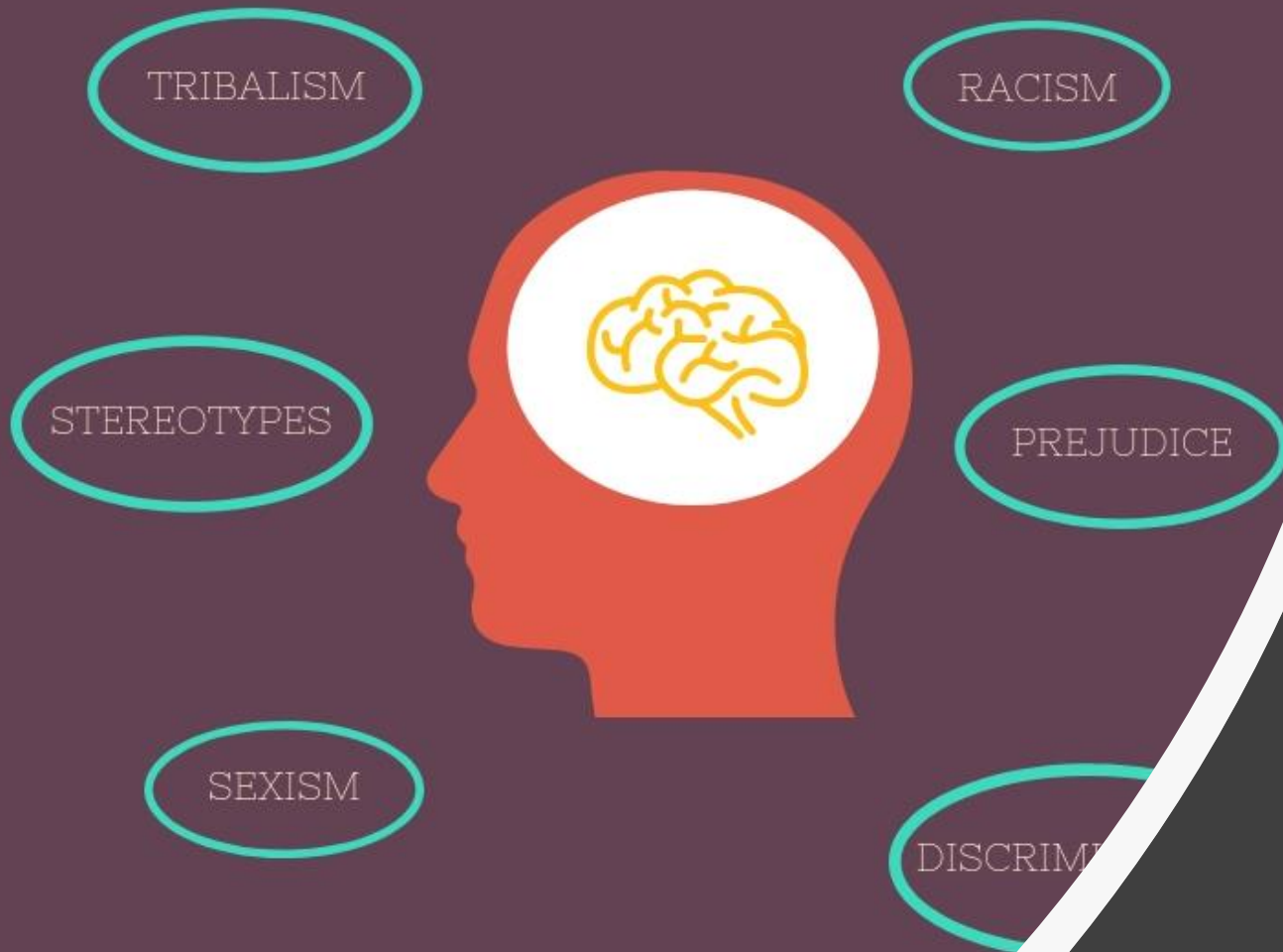
**Inclusion refers to the behaviours and social norms that ensure people feel welcome.**



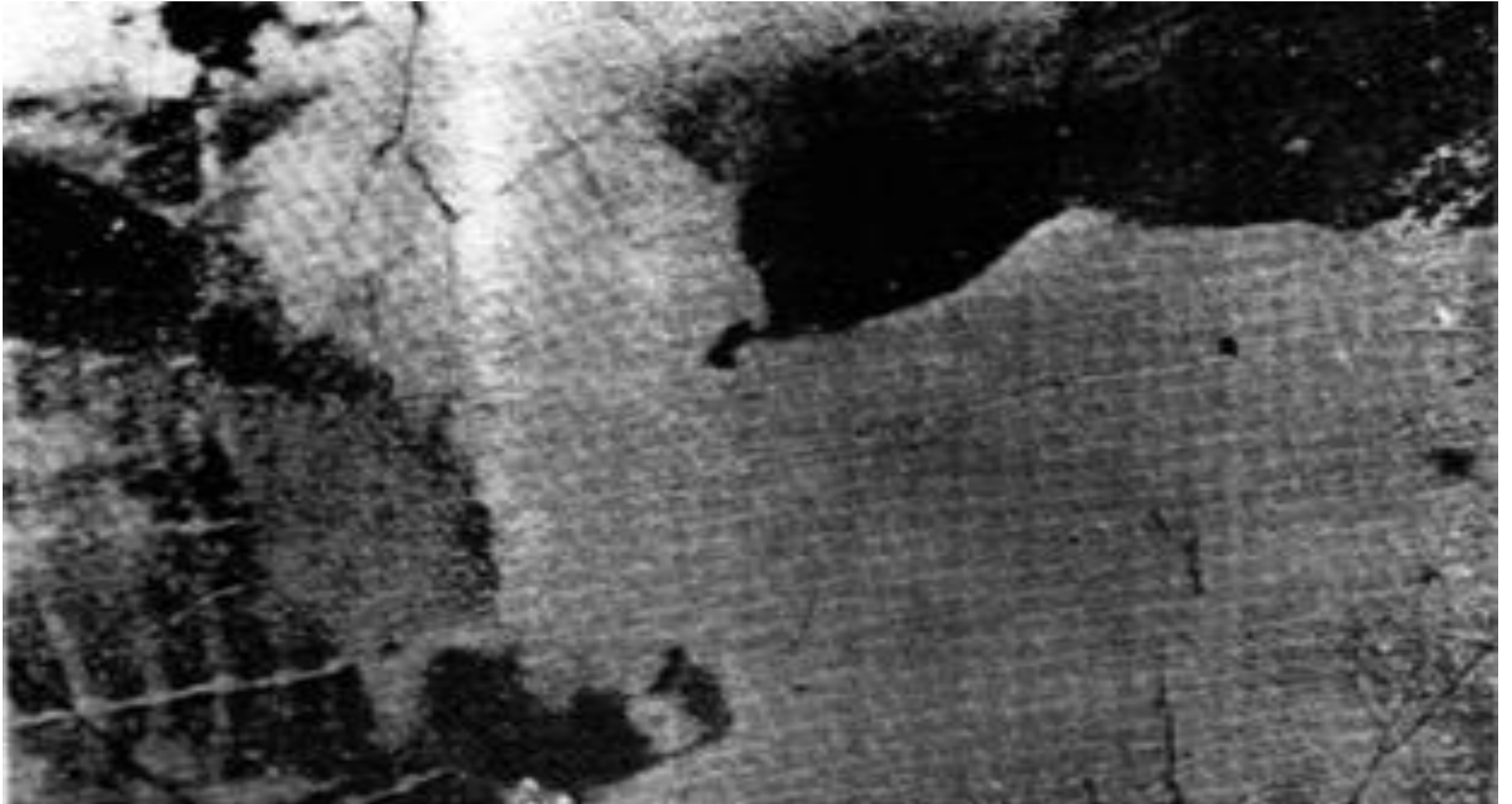
# How do we begin this journey of transformation into a diverse and inclusive working environment?



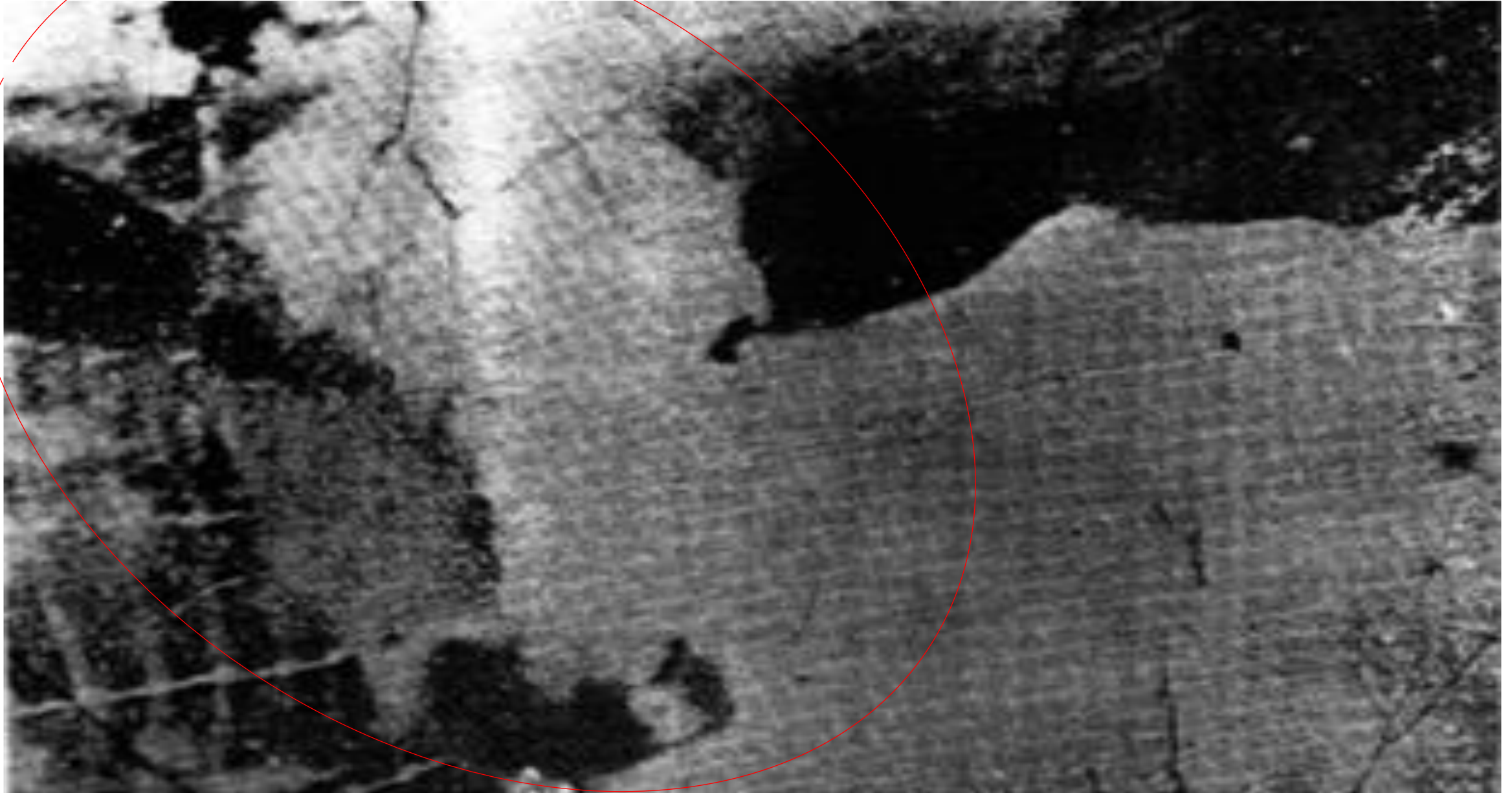
# UNCONSCIOUS BIAS



## Unconscious Bias







# The Negative consequences of unconscious bias

- Great talent opportunities can be missed out on in our recruitment processes
- Employee development could be slowed down
- Impairs diversity and drives up attrition
- Low staff morale as employees feel alienated, withhold ideas and solutions, lower customer satisfaction which all influence the bottom line of a business



# What can we do differently to change unconscious bias?

- Have the courage to examine our own behaviour – by visualising situations before they happen and making a conscious effort to expose ourselves to unexpectedness.
- Being mindful of triggers. For example, when we are tired, hungry or frustrated our brains rely more on unconscious processing, which studies have shown to be more prone to bias. Rather take a break before making any decisions.
- Ongoing training – training on this issue is never a matter of one and done. Through training employees are made more aware of their biases and steps to overcome them.
- Allow for opportunities to speak on the issue of unconscious bias.

# Diversity and inclusion strategies

- **The Power of Story telling**
- **Create more inclusive workplace policies**
- **The use of inclusive language**
- **Educate company leadership**
- **Build a strong mentoring and coaching community**
- **Lead by example**

APPS

ON



What do you  
choose?





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# THANK YOU