

2nd Newsletter of Diversity Inside Out



About the project

The Diversity Inside Out project aims to address labour market needs by firstly, increasing awareness of the necessity of a diverse workforce and providing an opportunity to nurture innovation and creativity where all culturally diverse views are respected. The project builds upon the business case to understand processes and systems which ensure individuals, managers and employees meet their full potential by promoting a climate for a diverse workforce.



The courses in Akureyri were well attended.

Good participation in courses

The second part of the project was to pilot a course on diversity in the workplace. The course covered a variety of topics related to diversity. The participants got an insight into policies and trends, challenges, and opportunities and how to deal with changes. There were also opportunities to network with other managers and to increase their knowledge of diversity and inclusion.

The course was divided into the following 4 sessions:

1. Benefits of a diverse workforce – for organisations and individuals
2. The Psychology of Othering
3. Positive psychology interventions to promote wellbeing in a diverse workforce.
4. Post-Covid changes and challenges for a diverse workplace

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The Diversity Cards stood out

Diversity Card 12



HALLDÓRA

Graphic designer

AGE 24

GENDER Female

BACKGROUND INFORMATION Living with her Icelandic girlfriend, she is autistic and has ADHD. She has also been diagnosed with endometriosis.

JOB/CAREER Graphic Designer

CURRENT CHALLENGES

She started getting very sick and she had regular tests, but nothing was found at first. Just recently diagnosed with endometriosis which is causing her a lot of pain. There is a long wait in the system for resources. She is on the waiting list for surgery.

She has been away a lot due to illness and she feels her boss is not very understanding. However, things changed a bit when she got the diagnosis and informed her boss. She is still very uncomfortable when she has to call in sick.

Her autism manifests itself a lot in an obsession with perfection and repetition and a very particular way of doing things. When things deviate from her processes, she can get very upset and can have a hard time winding down.

ATTITUDES AND EMOTIONS

- She is often in a lot of pain and the diagnosis process has had detrimental effects on her mental health. She makes high demands on herself and wants to do everything 100%. Her absence from work, and having to let go of projects has proved difficult for her. During this time she has developed symptoms of depression and anxiety.
- She joined an Endometriosis organisation and there she heard stories about the incredible number of women having to repeatedly call in sick and then dropping out of the labour market and ending up on disability and rehabilitation pensions during sick leave.
- She has to regularly call in sick. Although she felt it was good to know that she was not alone in this, the prospect of falling out of the labour market and becoming disabled, causes her a lot of anxiety.

MOTIVATIONS

- Halldóra enjoys working as a graphic designer and has won awards for marketing materials. She very much wants to land more big clients. Her hope is that she will have an operation soon and then quickly get back to full capacity.

WORK SITUATION

- Halldóra works in graphic design at a design studio. She is responsible for projects with a large client together with her colleague. She has talked to her colleague, who has shown her great support and has taken over the management of the project.
- Halldóra would still manage the project differently and it bothers her how disorganized her colleague is.
- She has tried not to bother him too much since he is doing her a favour, but it has sometimes been difficult for her.

The Diversity Cards were presented during the course and their usefulness and potential was what stood out among the participants. The training was based on, presentations, discussions and individual and group assignments followed by short summary and discussions about the topics presented.

The cards offer stories, scenarios, and sets of questions that can be used to prompt lively discussion and debate. They will provoke honest conversations about the dilemmas relating to diversity and inclusion in the workplace (e.g., racism, age discrimination, sexism, gender discrimination, menopause discrimination, presenteeism, intersectionality, LGBTQi+A, carers, parenting issues).

As a practical tool, the cards can be used for education and discussion about diversity in the workplace. They can also be used to address challenges and conflicts that may have occurred and increase common understanding of different points of view. Furthermore, engaging with the Diversity Cards will raise awareness about the importance of talking about diversity and how it positively impacts organisations and team members as well.

The cards are freely available for anybody to use [here](#).

