



## The intersectionality between DEI, wellbeing and workplace productivity

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# Three strategic challenges



1. Work is literally killing us!
2. The rise of identity politics together with exclusion and bias at work adds an 'emotional tax' to diverse groups
3. We are focusing on the wrong measures and solutions

# FAIRER Framework: An Introduction



# Measuring Wellbeing and Inclusion **F** A I R E R

Fairness	Accessibility	Inclusion	Respect	Equity	Representation
1. We invest in all team members, not just the perceived stars	1. We have rules on how we use technology to communicate with colleagues outside of contracted hours.	1. <b>Colleagues genuinely care about others in this organisation</b>	1. We are empowered to challenge negative behaviours	1. Decisions are designed to achieve equitable outcomes for all	1. I feel listened too by those around me
2. <b>People are not rejected for being different</b>	2. <b>Colleagues role model work / life balance</b>	2. <b>I can be myself at work</b>	2. Rude and exclusionary behaviour is not tolerated here	2. <b>My work brings me joy</b>	2. I feel my voice is heard and respected by those around me
3. All colleagues are treated fairly	3. <b>Workload is acceptable for my role</b>	3. <b>We look after each other</b>	3. Colleagues are good at flexing communication styles and behaviours	3. Decisions are made with people in mind	3. <b>I feel my contributions matter</b>

**Social Justice**

**Wellbeing**

**Corporate Cohesion**

# Take the questionnaire



**Come for a chat on stand W332**



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Or contact us:

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