FAIRER

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**AIRER

Fairness

- 1. We invest in all team members, not just the perceived stars
- 2. People are not rejected for being different
- 3. All colleagues are treated fairly

Accessibility

- 1. We have rules on how we use technology to communicate with colleagues outside of contracted hours.
- 2. Colleagues role model work / life balance
- 3. Workload is acceptable for my role

- Inclusion
- 1. Colleagues genuinely care about others in this organisation
- 2. I can be myself at work
- 3. We look after each other

- Respect
- 1. We are empowered to challenge negative behaviours
- 2. Rude and exclusionary behaviour is not tolerated here
- 3. Colleagues are good at flexing communication styles and behaviours

Equity

- Decisions are designed to achieve equitable outcomes for all
- 2. My work brings me joy
- 3. Decisions are made with people in mind

Representation

- 1. I feel listened too by those around me
- I feel my voice is heard and respected by those around me
- 3. I feel my contributions matter

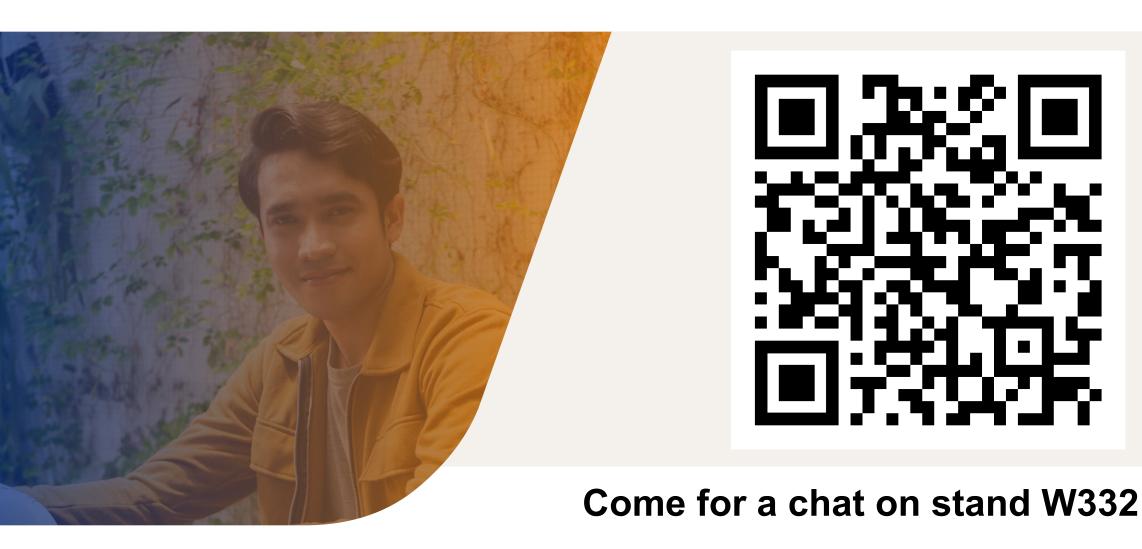
Social Justice

Wellbeing

Corporate Cohesion

Take the questionnaire







Come for a chat on stand W332

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