

You sit on the recruitment committee for a management position at your workplace, where your gender distribution among employees is 90% women and 10% men. You have two equally qualified applicants, a man and a woman.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



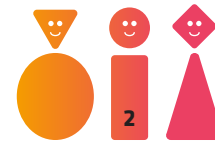
A colleague approaches you and asks if there is a spare seat at your table. An older male colleague says, "Sure, there's always room for beautiful young women here."

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



You are contacted by a member of the public who will not tolerate being assisted by your colleague who wears a headscarf.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



Your new intern is vegan.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?





Talk about diversity



Talk about diversity



Talk about diversity



Talk about diversity



Your colleague provides healing with crystals for colleagues and the public during working hours.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



A municipal politician is increasingly absent from work and more and more concerned with getting colleagues to sign different lists.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



Your 62-year-old colleague avoids heavy physical work when you are sharing out tasks between you.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



On an afternoon tea break, your colleague tells you that he and his husband are going to pick up a baby girl for adoption in Colombia.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?





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At the beginning of an internal seminar, a manager from another department asks your elderly Nigerian female colleague to bring him some coffee. And if the bright young man over there would help him connect his computer to the monitor?

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



Your manager is on long-term sick leave with depression for the second time in two years.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



Your dyslexic colleague, whose documentation notes are almost incomprehensible, is asked to write on a flipchart at your internal seminar.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



You are having to choose a restaurant for your annual Christmas party. The one you prefer has stairs and no lift, and one colleague is in a wheelchair.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?





Talk about diversity



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Talk about diversity



Your older colleague is in tears about the new digital system, and needs someone to sit next to him every day for 10-15 minutes and to help out with the many new functions.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



Your 38-year-old colleague is frequently absent while she undergoes fertility treatment to become a single mother. Another colleague remarks to you that she seems to be away a lot and that it will probably be even more if a child arrives.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



You have noticed a few times that a colleague smells of alcohol during working hours.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?



Your new maternity cover, Kristian, talks about changing his name to Katja and would like to be referred to as "she/her" in the future.

What is your immediate reaction?

What do you say in this situation?

What do you do next?

What could and should a workplace do here?





Talk about diversity



Talk about diversity



Talk about diversity



Talk about diversity





A colleague accidentally puts someone else's pen into his own bag and jokes that it is now almost like being in a gypsy camp.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



Your colleague has tattoos all the way down both arms.

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



Can you think of a situation that challenges attitudes towards inclusiveness and diversity in your workplace?

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?



Can you think of a situation that challenges attitudes towards inclusiveness and diversity in your workplace?

What is your immediate reaction?  
What do you say in this situation?  
What do you do next?  
What could and should a workplace do here?





Talk about diversity



Talk about diversity



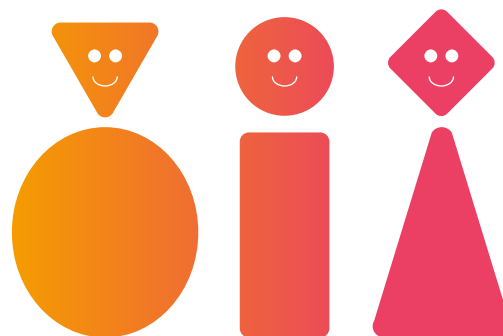
Talk about diversity



Talk about diversity



# Vejledning



## Talk about diversity

The aim of the dialogue cards is to start a conversation about dilemmas and situations which reveal attitudes to diversity. The dialogue cards do not suggest right/wrong answers, they generate different reactions that shape the workplace's flexibility and working environment.

The cards get you to consider what people say and do in the situations. Not all situations need to be reacted to here and now, but follow-up may be needed afterwards. Use the dialogue cards as part of a staff meeting or as a follow-up after you have dealt with a difficult situation. You can use different cards in several groups.

Time: From 15-60 minutes

Participants: Groups of three to five people

Choose: The cards to be discussed.

Reckon on approx. 10 min for each card

## Rules for dialogue

Present the rules of the game and talk about whether anything else is needed before you make a start.

- Let everyone have their say and listen respectfully to each other
- It's OK to say pass
- Speak for yourself and ask questions rather than assuming what others think
- You do not have to agree, but should be able to appreciate different perspectives
- Maintain confidentiality: What is said in the group stays in the group.

## Prepare and get started

Manager and employee representatives get together before the meeting. Review the cards and select situations that are relevant for you.

Invite participants with a clear purpose, timeframe, and what you expect from them at the meeting.

## How to proceed

Report briefly on the purpose of the meeting and what you would like to get out of putting diversity on the agenda.

Then the task for those present is for:

Someone in the group to take the first card and read aloud, answering one or more of the questions. The card is then placed on the table and others from the group offer their perspectives. Talk about the situation on the card, your own experience, and your understanding of diversity in the workplace.

## Along the way and afterwards

After initiating the dialogue, you as the person chairing the meeting, can visit the groups and hear what they are concerned about.

You can also encourage people to draw a new card if they need to discuss more of them. This gives a boost and emphasizes that there are no right or wrong answers.

In summing up at the end, you could ask some open questions about what participants discovered during the discussions about their own flexibility and possible limits to inclusiveness, as well as any wishes for what should be worked on in MED/SU/Trio (Employee/Collaboration/Trio Committees).

**BFA**

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