

Tips to Embrace Diversity



Working with people from a variety of cultural backgrounds, religions, sexual orientations and other social groups can bring new perspectives and innovative ideas. Keep in mind that your professional reputation and future success may depend on your ability to accept the differences of others. And remember that every individual in the workplace wants to be considered by what they do and not who they are.

Here are some basic rules to follow:

- **Be sensitive** to religious, cultural, and social backgrounds of your coworkers.
- **Avoid thinking in an “us” and “them” way** that promotes tension in the workplace.
- **Don’t comment on the cultural, ethnic or racial background**, sexual orientation, or age of a coworker. Never make casual, off-color comments, slurs or jokes that are offensive or that poke fun at others.
- **Avoid rushing to judgment.** Recognize when your own biases and stereotypes are influencing your interactions.
- **If you accidentally offend someone** by not understanding something that makes a person a member of a diverse group, offer a sincere apology. Explain that you didn’t understand or recognize the root of the issue.
- **Actively listen to what’s said**, pay attention to others, and look out for the visual cues that indicate how well the exchange is going. Be responsive and engaged in the conversation.

If you have concerns about discrimination in any way, reach out to your Human Resources department.

Health Advocate is dedicated to helping our members get the right resources to reach better mental, physical and emotional well-being regardless of:

- Age
- Ethnic background
- Religious background
- Sexual orientation
- Gender Identity
- Level of special needs

We’re here when you need us most

Health Advocate is committed to embracing diversity, equity and inclusion as we provide personalized support to improve your health and well-being.



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