




All Genders Working Better
Together for Impact



"That is always our problem, not how to get control of people, but how all together we can get control of a situation."

○ -Mary Parker Follett



Leverage the Collective Potential
by Creating a Culture of
Authenticity and Belonging

Suspended Disbelief

Your Own Story

Conflict with someone at work due to your gender identification

Where either didn't know how to deal with – avoided, or

Dealt with, but didn't feel heard



Approach All Genders Working Better Together
from
a Conflict Resolution Lens



What is Conflict?

The frustration of a goal.

The gap between “what is” and “how you want things to be”

Your Brain on Conflict:

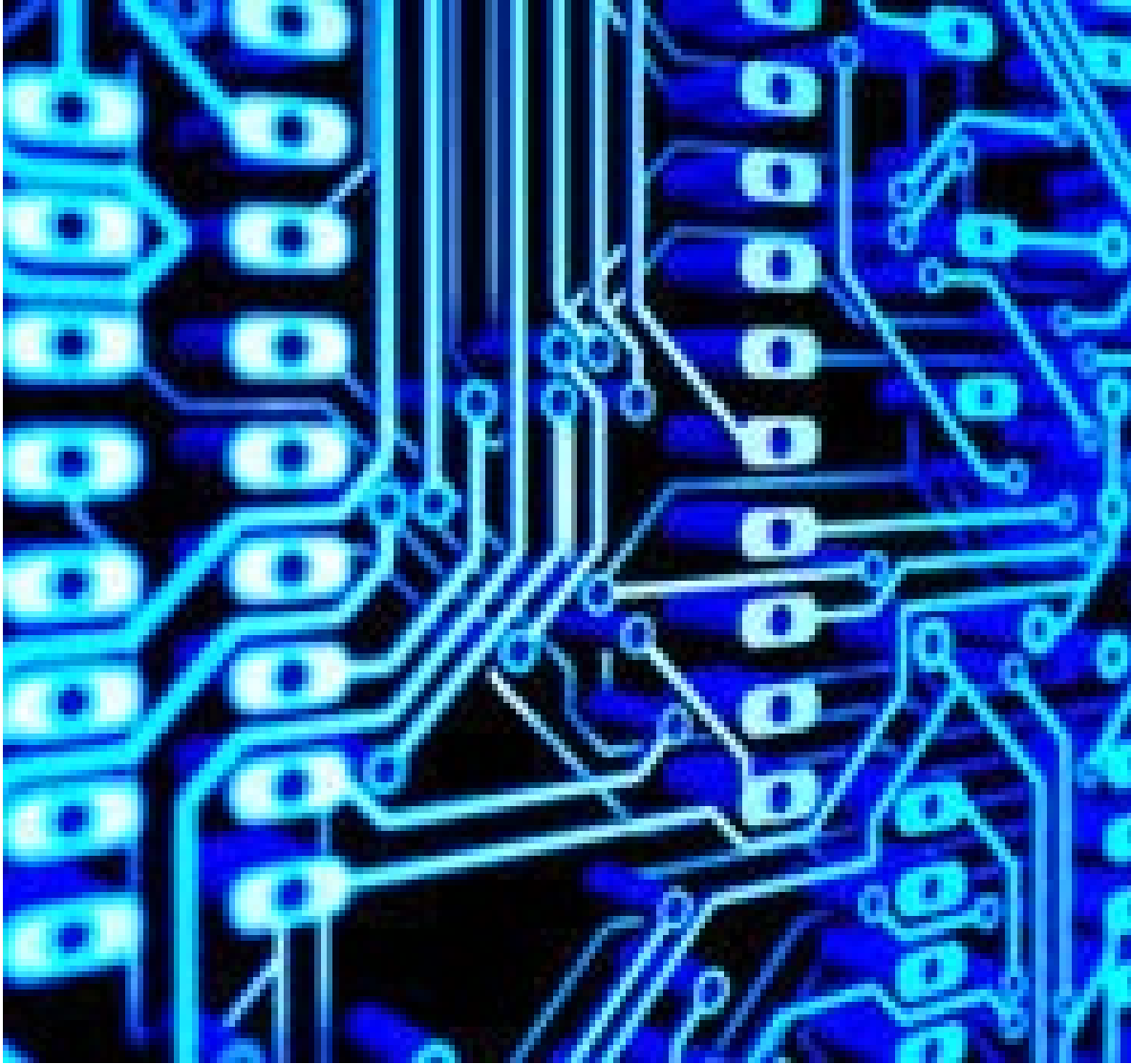
How are we
hardwired for
Conflict?





The Future of NeuroScience will be emotionless

Joseph Le Doux



Survival Circuits

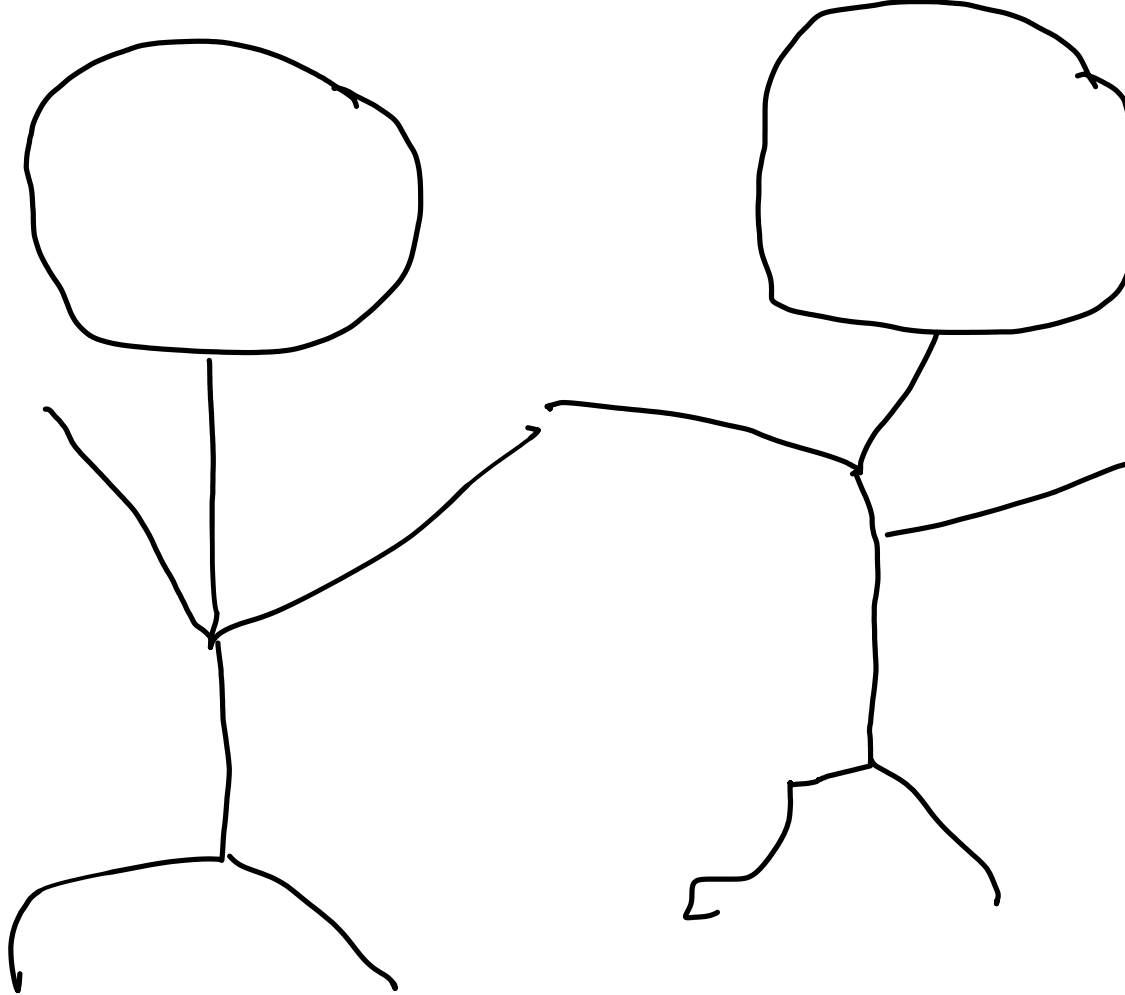
Circuit responsible for protecting your physical body also alerted when your

“identity”

is threatened.

...
Problem Solving Me

My Identity Guard





Struggle Against Each Other to
Protect our Identities

DRAMA

Identity
Guard will
only sit down
if it feels
respected.

Everyone's
Identity is Safe.

Time for
Respectful
Listening

Integrative
Problem Solving

Our Brain Works in Stories

We all are the Hero
in Our Own Story



No One Learns in
Shame

Conflict Happens in One of Three Places

Within Us

Between Two People

Systemically

The background features a dark green gradient. A bright green sphere is positioned at the top center. Below it, a dark green, semi-transparent geometric shape resembling a stylized 'A' or a large arrow points downwards. A white horizontal line is located below the text.

Approaches to Diversity and Inclusion in the Workplace

The image features a grid of MRI brain scans in various orientations (axial, sagittal, coronal). Overlaid on the scans is technical data including patient information like 'Chilam BROOKES', 'Harmony 1170', and '4VA128'. Technical parameters such as 'FoV 199*24', '296*512', 'Tra>Cor(6.1)>Sag(1.5)', 'W 128', 'C 667', 'AF', 'RFP', and '5cm' are also visible. The word 'Paralyzed' is written in a large, white, serif font across the center of the image.

Paralyzed



Disturbing Realization

MANY CURRENT APPROACHES TO DIVERSITY
AND INCLUSION IGNORE BASIC TRUTHS ABOUT
HOW WE ARE HARDWIRED FOR CONFLICT

A black and white portrait of Phyllis Jackson, Ph.D. She is a woman with dark, curly hair, wearing a black and white striped cardigan over a dark top. She is looking slightly to the left of the camera with a neutral expression. The background is a plain, light color.

Phyllis Jackson, Ph.D.

“We are addressing race and gender issues as if they are a problem between two people instead of treating it as a systemic problem that we are all a victim of.”

Dismantle Old Structures



Neurological Shift

From

Victim Stance - "You did something to me!"

to

Active Agent - "How can **we** work together to dismantle this structure"

THE OLD
STRUCTURE
AND ITS
IDEOLOGY IS
THE ENEMY

NOT EACH
OTHER

New Approach in Action

“I think that idea supports the old structure of a male dominant workplace”

“I think that activity proliferates the old structure where only men had social time with leadership.”

Added Benefit – We become aware of how the ideology of the old system has penetrated us.



Ideas for Shifting to New Approach



Growth Mindset

Create an Expectation for **EVERYONE** to identify places where old system is being proliferated.

Transparent discussion and commitment within Team to work on dismantling old structures



The Greenpeace logo is displayed in a bright green, stylized, hand-drawn font. It is positioned in the upper left corner of a dark teal horizontal bar that spans the width of the page.

GREENPEACE

What we do

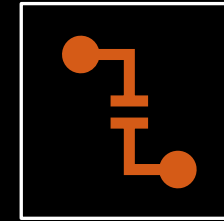
Learn more about who we are and the issues we work on

We want to change the way we humans relate to nature and to each other. We'll dismantle the broken systems and global power structures that have failed us.

A dark asphalt road with several white painted arrows pointing in various directions. The arrows are scattered across the frame, some pointing towards the top right, some towards the bottom right, and some towards the left. The text "Check your Approach" is overlaid in the center in a white serif font, with a thin white horizontal line underneath it.

Check your Approach

Are you
addressing the
conflict in the
right place?
(Both externally AND
internally)



Are you Trying to
dismantle the system? or



Are You attacking the
person?



Proximity –
Human Connection & Respect



Interpreters



Establish Relationships

FOSTER YOUR CURIOSITY AND FIND INTERPRETERS

FOSTER YOUR EMPATHY & GRACE AND BE AN INTERPRETER



Use Data to Illustrate the Issue



Processes to Amplify All Voices

Safe Space for Dialogue



GRACE



Table Talk -

Ways Dismantling Old Structures Could be Applied in Your Teams:

Creating Expectation of Feedback

Checking In With Yourself About Approach (Attacking System Together vs. Attacking Each Other)

Conversations that Attack Old Structures and Not Each Other

Proximity/ Relationships / Interpreters

Using Data

Processes to Amplify All Voices

Safe Space for Dialogue

Grace

Questions

