

Welcome to the Nigeria RSH webinar

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@SafeguardingRSH

Creating a culture of inclusion in workspace

Starting soon

Panelists:

Tunde Sawyerr - Director of Human Resources & Administration at Save the Children International

Ishiyaku Adamu - National President, Nigeria Association Of The Blind [Nab]

Chair:

Oge Chukwudozie - National Representative RSH Nigeria



Creating Culture of Inclusion in the Workplace

Together, we can build a safer sector

Name: Tunde Sawyerr, Director Human Resources and Administration,
Save the Children International



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Overview

- Importance of Inclusion in the Workplace
- Relationship between Safeguarding & Inclusion – Power dynamics, intersectionality
- How organisations, leaders and HR professional can encourage diversity and promote inclusion
- Providing reasonable accommodation – what does it mean?



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Introduction

What is an inclusive workplace? What is the importance?

- An inclusive workplace does not just have a diversity of people present, it has a diversity of people involved, empowered and trusted by the organisation.
- The diversity that lacks genuine inclusion is often called “tokenism”.
- When employees don’t feel that their ideas, presence or contributions are truly valued or taken seriously by their organisation, they will eventually leave.

What is the relationship between Safeguarding and Inclusion?

- Safeguarding means taking all reasonable steps to prevent Sexual Exploitation, Abuse and Sexual Harassment (SEAH) and other forms of harm from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur. It addresses harm that may be caused by a staff member (or associate) or the organisation's operations or programmes
- Other forms of harm are bullying, harassment and discrimination, which are workplace issues. Sexual harassment of staff is a workplace issue.
- SEAH can be driven by different forms of abuse of power and inequalities, making marginalized identities more vulnerable to SEAH and other safeguarding concerns
- Commitment to safeguarding employees from harm boosts the principles of respect, feeling valued and supported.
- True inclusion is essential component of a safe and thriving workplace.

How leaders and HR professionals can encourage diversity and promote inclusion

- Be aware of unconscious bias
- Communicate the importance of managing bias
- Sensitise all staff and representatives to respect diversity and communicate in a non-stigmatising manner
- Acknowledge and celebrate all cultures and diversity
- Organisations can leverage analytics to identify which employees are underpaid for similar roles or responsibilities e.g. a gender pay-gap analysis
- Re-assess organisational policies
- Make provision for reasonable accommodation
- Track progress over extended periods of time

Reasonable accommodation – what does it mean?

Reasonable accommodation means appropriate modifications and adjustments which do not impose an undue burden, as needed in a particular case, to ensure persons with disabilities enjoy and exercise on an equal basis with others of all human rights and fundamental freedom....United Nations Convention On the Rights of Persons with Disability.



Cultural competence

“...the ability to develop targeted knowledge, skills and attitudes that lead to visible behaviour and communication that are both effective and appropriate in intercultural interactions.”

- Deardoff, 2006

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Name: Ishiyaku Adamu, National President Nigerian Association of the Blind



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Overview

- Safeguarding Risks faced by minority groups (with focus on disability)
- Practical Steps to truly creating an inclusive workspace

Some safeguarding risks faced by minority groups

- Higher risks of abuse, neglect and harm including the risk of Sexual Exploitation Abuse and Sexual Harassment (SEAH)
- Less likely to report because the reporting systems are not accessible and safe
- Women and children living with disabilities are more at risk of SEA
- Discrimination of persons with disability in the workplace (starting from recruitment and even after onboarding may face discrimination from colleagues due to poor understanding of disability)

Practical steps to creating an inclusive space

- Organisational leadership to model behaviour that portrays workspace as a safe space for all employees irrespective of ability/disability, race, ethnicity, gender, religion, educational status, etc.
- Policy and practice to ensure that an employee with a disability and other minorities enjoy equal benefits and privileges of employment, benefits and professional development as fellow co-workers
- Inclusive recruitment where minorities are encouraged to apply
- Modification/adjustment to the work environment and flexibility to how the job is usually done for persons with disability and other minorities

Conclusion

- Experience shows that inclusion cannot be achieved in a workplace by just making policies or by employing someone with a disability.
- Collaboration and involvement of all staff members is needed to ensure that inclusion becomes a part of the organisational culture, and not just the priority of one unit.

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RSH Website

<https://nigeria.safeguardingsupporthub.org/>

How Organisations of Persons with Disability are Keeping People Safe:

<https://nigeria.safeguardingsupporthub.org/webinars/how-organisations-persons-disability-opds-nigeria-are-keeping-people-safe>

Pocket Guide: Safeguarding persons with disabilities and/or mental health conditions in CSO programmes:

<https://safeguardingsupporthub.org/documents/pocket-guide-safeguarding-persons-disabilities-andor-mental-health-conditions-cso-0>

Pocket Guide: Safeguarding persons with disabilities and/or mental health conditions in the workplace:

<https://safeguardingsupporthub.org/documents/pocket-guide-safeguarding-persons-disabilities-andor-mental-health-conditions-workplace-0>

Spotlight on disability inclusion in safeguarding (podcast and infographic):

<https://safeguardingsupporthub.org/podcast/spotlight-disability-inclusion-safeguarding>

Practical application of disability inclusion in safeguarding practices (webinar):

<https://safeguardingsupporthub.org/webinars/practical-application-disability-inclusion-safeguarding-practices>

Thank you! Any questions?

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