



Photo Credit: Dmitriich iStock / Getty Images Plus

| Say This, Not That.

Office of Diversity, Equity
Inclusion + Belonging

August 2024

SIEMENS

Nice to see you!

Passionate about DEIB, strategic comms and a balanced work-life blend

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18

out of 175 years of Siemens



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It is critical to realize that the diversity of thought and lived experiences that you bring to the table are so valuable to organizations. Embrace who you are and make sure you find mentors and sponsors that will help you develop and grow as a leader.

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Proud Heritage: Cuba

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Community Agreements

- Speak from the "I" perspective. None of us are representatives for the lived experiences of others. No one speaks for an entire group.
- Expect & accept non-closure.

- Assume the best intentions.
- Recognize the additional emotional burden placed on personally impacted groups in these conversations.

- What's said here, stays here. What's learned here, leaves here.
- Diversity work is a journey, by being brave we can all move forward together.

Understanding Calling out vs. Calling in:
While both aim to mitigate hurtful comments, they differ in execution.

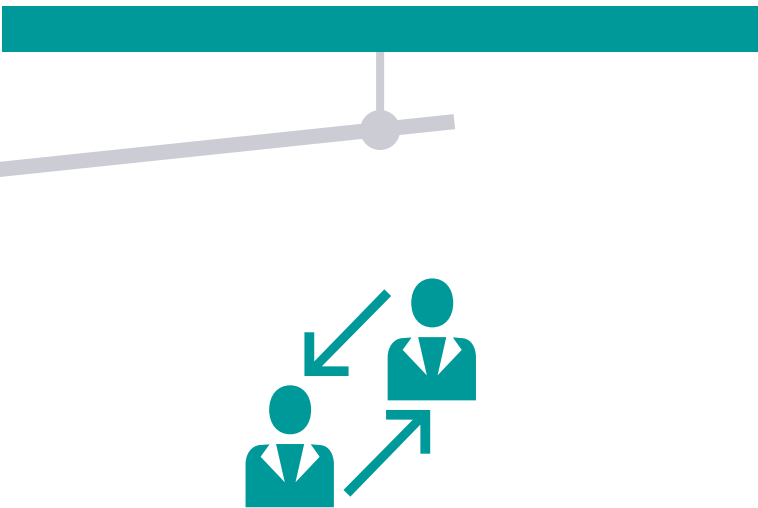
Calling OUT

When you announce in a public manner that someone said or did something harmful



Calling IN

When you talk/explain to someone privately or inquisitively about a harmful comment or action they may have made



**When we belong, we bring
our true and best selves to work.**

Belonging is achieved through
the presence of three factors –
and it only works when you have
all three.

Diversity

The characteristics that
make people unique

Belonging

A Venn diagram consisting of three overlapping circles. The top circle is blue and labeled 'Equity'. The bottom-left circle is green and labeled 'Diversity'. The bottom-right circle is blue and labeled 'Inclusion'. The central area where all three circles overlap is labeled 'Belonging' in a large, bold, green font.

Equity

The leveling of an
uneven playing field

Inclusion

The behaviors and cultural
norms that make people
feel welcome

Say this, not that.



// Problematic phrase

THE OVERVIEW

What to say instead

An alternative to consider

Why?

Why the phrase can be problematic or hurtful

Calling in

Conversation starters, instead of calling someone out, make them conscious.

SAY THIS NOT THAT



I'm colorblind. I don't see color.

What to say instead

"I aspire to be fair to everyone and treat everyone equally."

"I work to celebrate everyone's unique differences."

Why?

While your intent could be inclusive, your statement can be perceived as denying any race-based differences, systemic racism, or persistent discrimination or racial inequalities. This phrase can be seen as minimizing or invalidating someone's identity (color, heritage, country of origin, cultural and/or racialized experiences), and disregards the distinct value that their lived experience brings to the table.

Calling in

I think you meant this in a positive way; but this phrase could be seen as disregarding the experiences of Black and Brown people and their cultures. We want all people to see, respect, and value the entirety of our uniqueness – including color. We don't want others to not see color, but rather acknowledge the uniqueness of color in all people.

SAY THIS NOT THAT



// I just assumed you wouldn't be able / want to do that because of your disability.

What to do instead

It likely doesn't need to be said at all and prevents an opportunity to change your behavior. Presume they can do it. If you sense hesitation, privately ask the person if there is something they need or something you can do to support.

Why?

All people are hired to perform a job because their experience indicates a potential to succeed. In addition, people with disabilities are often incredibly adaptable, have strong willpower, and are natural problem solvers. They might use an assistive device or approach a situation differently than you and they have likely already practiced and mastered doing so. Give them space to acknowledge when they may need help and to ask for it in a way that is not embarrassing. You can help normalize the fact that everyone needs support from others at different times, including people with disabilities.

Calling in

Let's have a conversation and I can share with you my thoughts of what I might need in terms of support. I would appreciate that assumptions are not made about what I am able and not able to do.

SAY THIS NOT THAT



// I'm definitely going to butcher your name. Your name is so hard to pronounce.

What to say instead

"Do you mind me asking how to pronounce your name? Thanks for pronouncing it for me."

Why?

A person's name is their identity. To recognize and to try to acknowledge someone's given name shows that you respect them as a person. Blatantly disregarding someone's name and the pronunciation shows that you do not respect or care for them to be acknowledged.

Asking if they have a nickname instead is similarly disrespectful as you are not respecting someone's identity by trying to change the name to your liking. You may ask for help pronouncing their name in a polite manner.

Calling in

You may have a hard time reading or pronouncing a name not native to your language. If you respectfully ask the individual and politely work on sounding out their name, you will not belittle their identity. Show that you are trying and that you care.

Self-Reflection

How was the experience of discussing the phrases?

What did you learn about your own thinking?

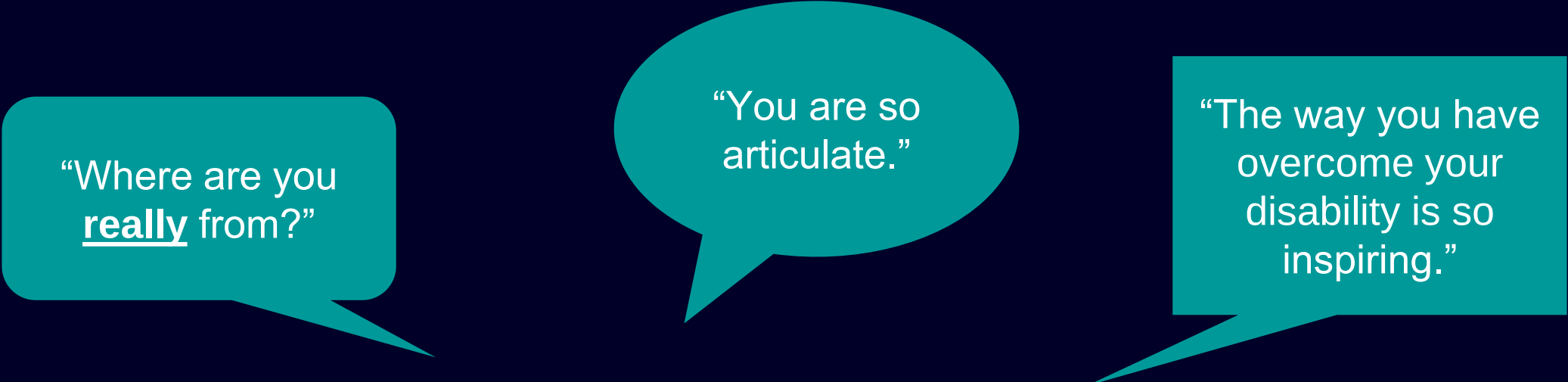
What questions are you left with after the experience?



Microaggressions

The expression “**death by a thousand cuts**” is used in the psychological literature to describe the many small, emotional blows we take in a lifetime. But for some colleagues , these repeated cuts can add up to deeper wounds that are more difficult to heal.

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership typically race, gender , ethnicity



“Where are you really from?”

“You are so articulate.”

“The way you have overcome your disability is so inspiring.”

Intent vs. Impact

intent (you)

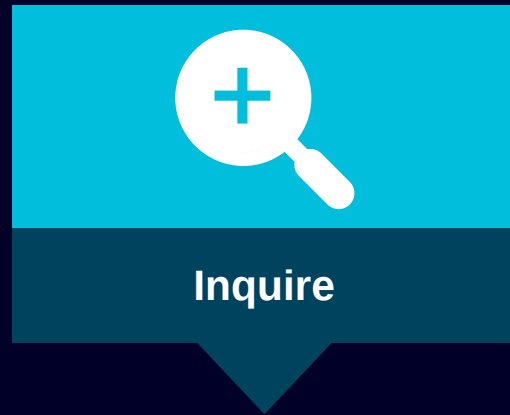
something that is intended; by purpose; design



impact (others)

the effect or influence of one person, thing, or action, on another.

What to do when you HEAR it?



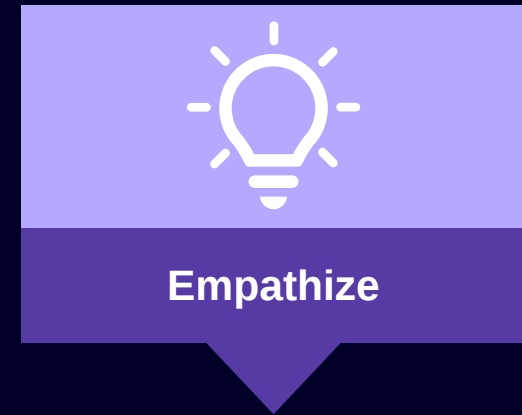
“ I noticed you used the phrase.... “What does that mean to you?”

Gain an understanding of where the individual is coming from



“I see, because to me that phrase means...”.

Help educate the individual on the history or connection



“It made me feel uncomfortable because...”.

Focus on how it made you feel, not anyone else.

WHAT TO DO WHEN YOU SAY IT?

Acknowledge that you said it and forgive yourself.

Apologize to an individual if appropriate.

Forgive



Recognize that you used a phrase you are trying to remove from your vocabulary.

“Let me start that sentence over.”

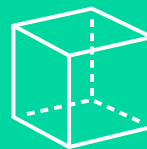
Start over



Reflect on why you said it.

Was it the first thing that came to mind, or were you in an environment where it was being used?

Understand



Tell someone you said it.

Engage an accountability buddy!

Share



Make a list of words you can use instead.

Practice them within the next few days.

Practice



Some resources to share....
THANK YOU, Siemens Technology!



Resources

- Inclusive Language Guide
- Belonging Playbook
- Microaggression/Affirmation Handout (pdf)



Link to the Inclusive Language Guide:

https://siemensworld.dc.siemens.com/2022/06/14/words-matter-the-language-of-inclusion/?noredirect=en_US



Link to the Belonging Playbook:

https://mylearningworld.siemens.com/web/en/app/toc/lex_auth_013564504074608640634/overview

Put your name in the raffle for this great book!
THANK YOU, SFS!



“What if I say the Wrong Thing”
by Verna A. Myers

