

Understanding Where I'm From: How Employees' Lived Experience Impact the Workplace



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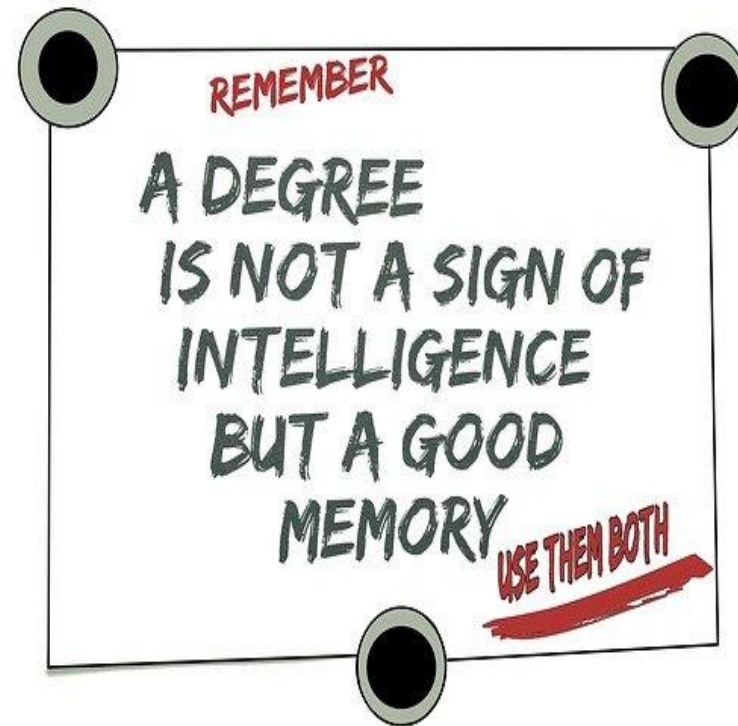
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Introductions



“A DEGREE JUST PROVES YOU CAN READ!”

Workshop Inspiration



Objectives

- A. Define “lived experience” as it relates to DEI
- B. Why incorporating the concept of lived experience in DEI programming is important
- C. Introduce concepts and methodologies related to lived experience
- D. How marginalized individuals learn to cope within the work environment
- E. Building a workplace environment that fosters inclusion and belonging



Quick Poll

We're dog folks!!!

Andrea's Bella



Jo-Nette's Shakira





Defining the Lived Experience's Relationship to DEI



Lived vs. Life Poll

Is it important to distinguish between a Lived vs. Life Experience?

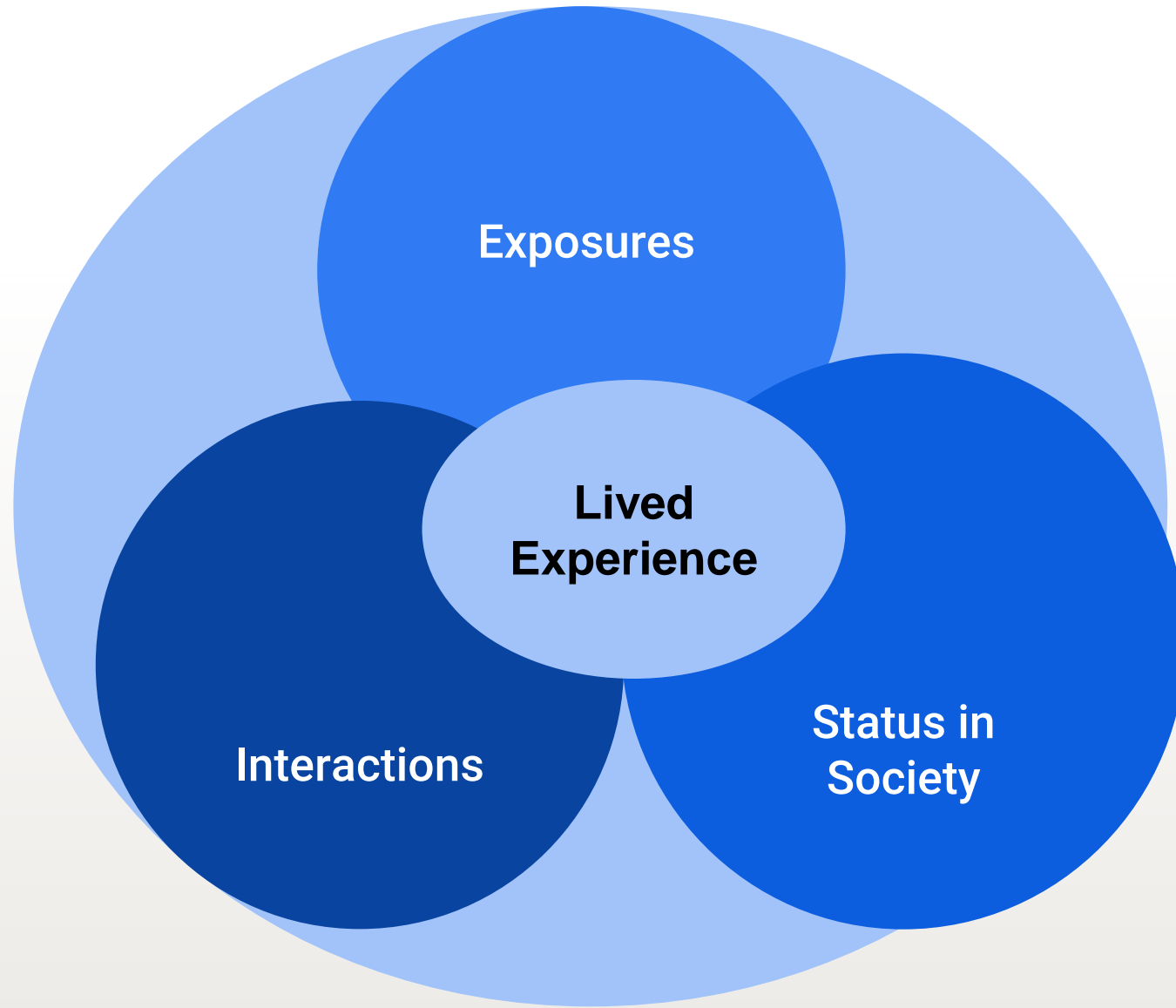
Difference Between Life and Live

LIFE

- **Life** is the existence of a living being. It is the period between birth and dead.
- **Life** is a noun.

LIVE

- **Live** is to remain alive, to exist.
- **Live** is a verb.





Understanding the Lived Experience

Lived Experience cannot be taught,
learned or passed on through
relationships with others.

Lived experience means you lived it
personally.

Concept of Lived Experience Through Phenomenology



Phenomenology* is the study of “phenomena”: appearances of things, or things as they appear in our experience, or the ways we experience things, thus the meanings things have in our experience.

It is a research methodology use often in medical and educational settings as a way for researchers to consider issues from the point of view of their students or patients.

In doing so it leads to better understanding and empathy for those with different experiences than your own.

The concept can be helpful in the DEI world as we seek to create a more welcoming environment in the workplace.

*Stanford Encyclopedia of Philosophy

Iceberg



Expressions of Lived Experiences



Experience 1



Daniel Cameron,
KY Attn. General



Experience 2

Kadden and Lacrosse



Experience 3



Big Brother's Da'Vonne
Season 22

“You have people who are not people of color and they come in and they're able to automatically understand each other...“And so they're able to come in and say, “Okay, well, I can relate to this person. We have similar backgrounds. We have this in common. We have that in common.”

Experience 4

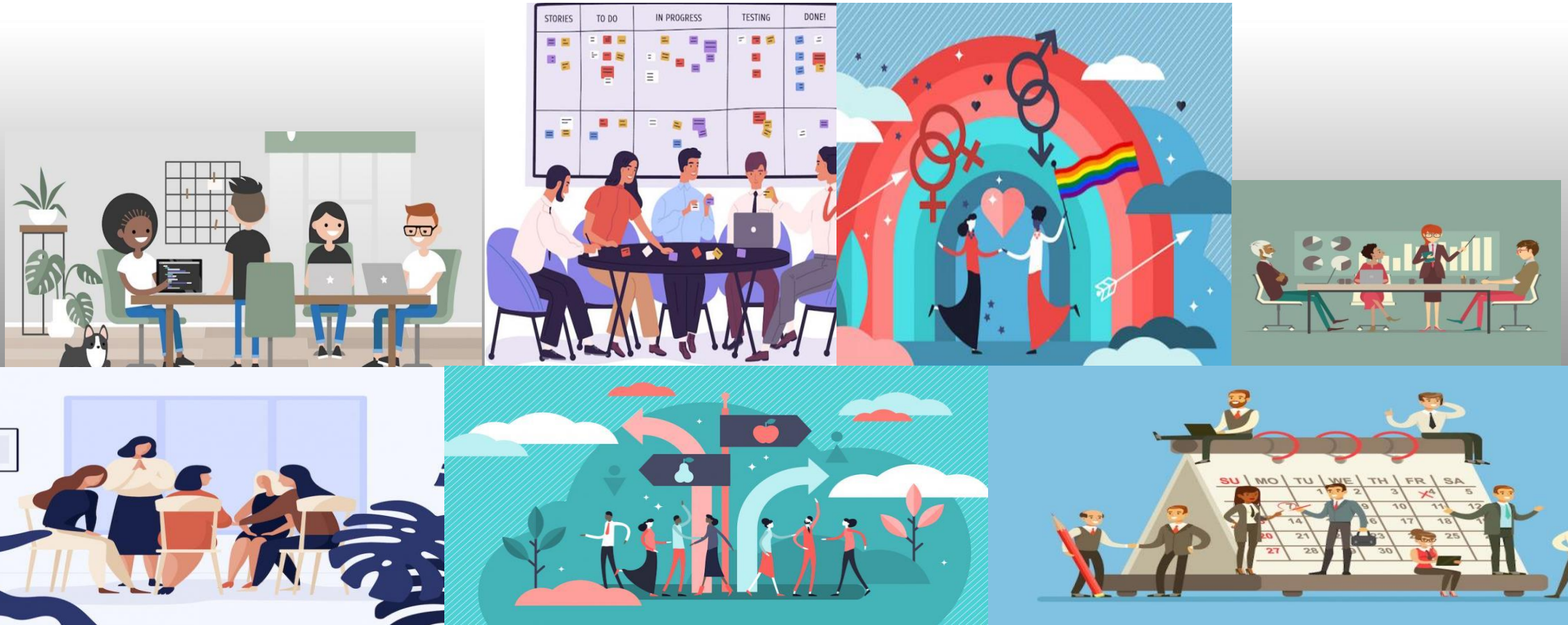
Man at Grocery Store



Me



Lived Experience at Work



Identity at Work



Rural Background



Urban Background





Marginalized Individuals Learn to Cope at Work

Code Switching Video



Implicit Bias

- It suggests that people can act on the basis of prejudice and stereotypes without intending to do so.
- It can be attitudes and beliefs people have internalized largely through socialization.
- It can become explicit biases through action: **this is discrimination**

Importance of Lived Experience in DEI

- It's still imperative to address historical biases that marginalize individuals, groups and characteristics.
- Privilege has been unfairly granted to people of certain races (e.g., white) and gender (e.g., male).
- Lived experience does not replace other forms of knowledge or people but complements what already is in place.

Importance of Lived Experience in DEI

- Diverse workforce is ***not*** necessarily an inclusive one
- Recognizing one's lived experience allows employees to be their total authentic selves
- Employees are happier not having to hide elements of themselves
- “Cultural fit” used to deny access

Building a workplace environment that fosters inclusion to belonging



SHRM Inclusivity Checklist

- ❖ Make sure company leaders understand that inclusion is about ensuring everyone's voice is heard, opinions are considered and valued
- ❖ Train managers and hold them accountable
- ❖ Value differences and create an environment where people can feel comfortable bringing their full-selves to work
- ❖ Provide workers with a safe space to voice their concerns



Takeaways

- Diversity in the workplace, including the lived experience, leads to better decision making, more creativity and higher ROI
- Create a safe space for individuals to bring their full-selves to work
- Provide opportunities for all individuals to participate in the workplace

Final Thought....

Race and class shape people's lives in complex, sometimes contradictory ways. Too often we stress the wrong differences and ignore the commonality that matter.

- *Kenan Malik*
- *Pandaemonium: the Lived Experience of Race and Class*



References

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Neubauer, B.E., Witkop, C.T. & Varpio, L. How phenomenology can help us learn from the experiences of others. *Perspect Med Educ* 8, 90–97 (2019).

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[2https://www.ted.com/talks/sunny_dhadley_activating_lived_experience_to_create_social_change](https://www.ted.com/talks/sunny_dhadley_activating_lived_experience_to_create_social_change)

Q&A

