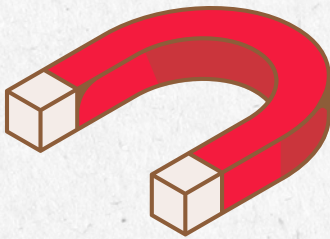


Working Together:

Applying the A-S-A model in Workplaces

Organizations are a reflection of the people that comprise them.



ATTRACTION

Employees are attracted to organizations that have shared values and personalities.



SELECTION

Job seekers that are attracted to organizations based on similarities are more likely to get selected.



ATTRITION

Employees that have high organizational-fit are more likely to stay, whereas employees on the other end tend to leave the organization.



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A.L.L.I.E.S. ACRONYM

A

ACCESS & OPPORTUNITIES

- ASK MARGINALIZED INDIVIDUALS FOR INPUT & ACCOMPLISHMENTS
- AMPLIFY THEIR IDEAS



LL

LISTEN & LEARN

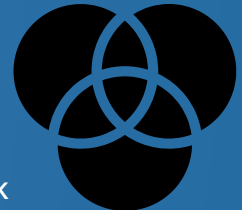
- ASK MARGINALIZED COLLEAGUES ABOUT THEIR EXPERIENCES
- EDUCATE YOURSELF BY ATTENDING DIVERSITY TRAINING AND OTHER-RELATED EVENTS



I

INCLUDE & COLLABORATE

- INVITE MARGINALIZED COLLEAGUES TO SOCIAL OUTINGS, ATTEND THEIR PRESENTATIONS
- MENTOR OR SPONSOR THEM --> AND GIVE THEM HONEST FEEDBACK



E

ENCOURAGE BALANCE

- KNOW AND USE FAMILY-FRIENDLY POLICIES
- BE MINDFUL OF FORMAL ACTIVITY TIMES
- LET WOMEN DECIDE IF THEY ARE/ARE NOT BUSY



S

SHARE

- SHARE WITH YOUR COLLEAGUES THE CHALLENGES OF EQUAL OPPORTUNITIES
- VOLUNTEER IN COMMITTEES AS AN ADVOCATE FOR DIVERSITY



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Strategies for Individuals

TO REDUCE DISCRIMINATION

1 PASSING OR COVERING

COVER OR HIDE CONCEALABLE IDENTITIES (I.E. SEXUALITY, NEURODIVERGENCE). THIS MAY REDUCE ONE'S RISK OF FACING DISCRIMINATION.

2 ACKNOWLEDGING

EXPLICITLY ADDRESS A VISIBLE IDENTITY. THIS MAY DECREASE OTHERS' UNCERTAINTY AND ANXIETY.

3 DISCLOSING

ADDRESS A HIDDEN IDENTITY. THIS MAY REDUCE STRESS, IMPROVE CONFIDENCE, AND ENHANCE INTERPERSONAL RELATIONSHIPS.

4 INDIVIDUATING

DISTINGUISH YOURSELF AS A UNIQUE PERSON. THIS MAY HELP OTHERS TO THINK BEYOND PARTICULAR STEREOTYPES.

5 REDUCING JUSTIFICATIONS FOR DISCRIMINATION

ELIMINATE EXCUSES THAT ALLOW DISCRIMINATORY VIEWS TO EMERGE. ADDRESSING THESE JUSTIFICATIONS CAN IMPROVE EXPERIENCES.

6 DEBUNKING OTHERS' STEREOTYPES

EXPLICITLY ADDRESS STEREOTYPES BY MAKING DIRECT STATEMENTS. THIS BRINGS BIASES TO THE SURFACE, PRESENTING ITSELF AS A SOLVABLE PROBLEM.

7 COMPENSATING

INTENTIONALLY ACT IN A WAY THAT DRAWS FAVORABLE REACTIONS. THOUGH, COMPENSATING CAN BE BURDENSOME AND COSTLY FOR MARGINALIZED INDIVIDUALS.

8 CONFRONTING

DIRECTLY ADDRESS A PREJUDICED STATEMENT OR DISCRIMINATORY BEHAVIOR SOMEONE HAS MADE. THIS CAN GET PEOPLE TO THINK MORE CAREFULLY ABOUT THEIR ACTIONS.

9 REMEMBERING

"NOT A PROBLEM, JUST GIVE ME A CALL OUT IF YOU NEED HELP WITH ANYTHING AT ALL."

ENHANCING DEI IN EMPLOYEE SELECTION



**HERE ARE
SOME
STRATEGIES!**



1

Define Job Criteria A Priori

2

Conduct Identity-Hidden
Reviews When Possible

3

Consider Unorthodox
Applicants

4

Use Structured Interviews

5

Get Behavioral Samples

6

Focus on Metrics

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DRS. MIKKI HEBL
& EDEN KING

Strategies for Employee Retention



- 1 **Mentor** your employees through formal or informal programs.
- 2 **Sponsor** or advocate for your employees.
- 3 Create **Employee Resource Groups (ERGs)** to promote safe and inclusive spaces.
- 4 **Enhance safety, visibility, and celebrations** through clear campaigns, signs, or decor.
- 5 Ensure **top-management** is fully integrated with **DEI initiatives**.
- 6 **Tailor diversity training content** to your organization's needs.
- 7 **Think carefully about training objectives.**
- 8 **Self-assess and make proactive efforts** to correct diversity-related issues.