

The background is a solid teal color. Overlaid on this are several thick, white, hand-drawn style lines. These lines form various geometric shapes, including rectangles and squares, some of which are partially cut off by the edges of the frame. The lines are irregular and have a slightly textured appearance.

Let's talk

Self-Advocacy in the Workplace

Agenda

- WWCode Introduction
- Defining Self-Advocacy
- Discussion Questions
- Wrap up

Disclaimer

- This is a general discussion about identifying **supportive** work environments when choosing our workplace or **navigating** situations where we may already be a part of a challenging work environment
- If you are looking for advice about a specific situation, please speak with a **health professional**

Why this talk?

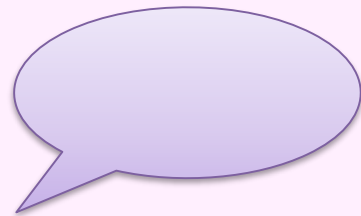
- **Brainstorm strategies** to build on a collective pool of tools we individually can use
- **Give support** to anyone who is or has been in a hostile work environment
- **Empower and reassure** everyone that to feel safe and thrive throughout your career is an achievable reality

What is self-advocacy?

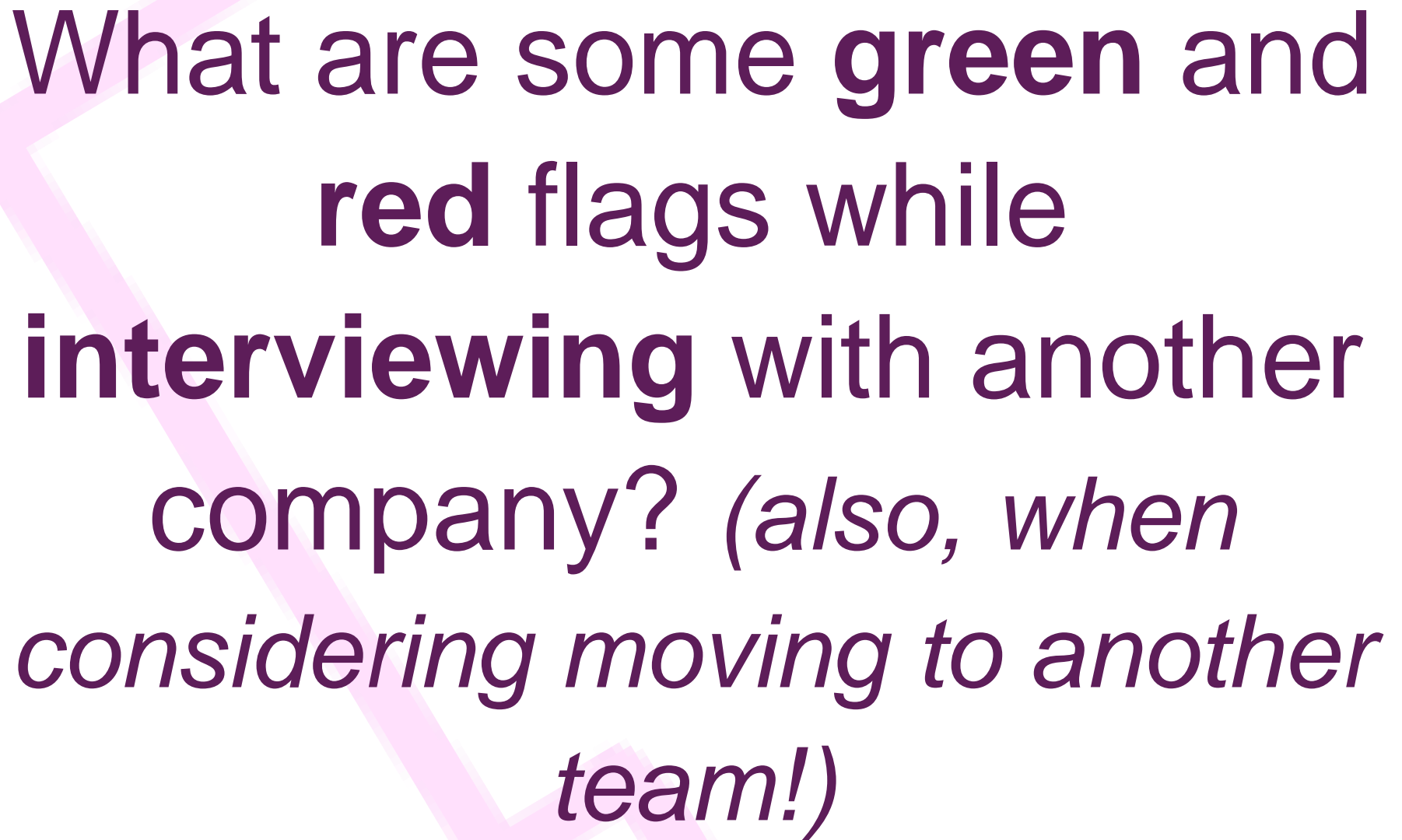
- Self-advocacy at work means **speaking up** for oneself.
- **Expressing** needs, rights, and interests.
- **Empowering** individuals to assert their **value**.
- Essential for **career growth** and **well-being**.
- **Effective communication** and **assertiveness**.
- Taking **initiative** and **participating in decisions**.
- Self-advocacy ensures one's **voice** is **heard** in the workplace.

What are some ways we can
advocate for ourselves at
work to ensure our **career**
growth?

Answer in Chat



For the next question
onwards, let's take turns
and 🖐️ **raise** our hands to
answer!

A decorative background graphic consisting of several thick, light pink lines that intersect to form a series of overlapping geometric shapes, including triangles and polygons, creating a modern, abstract pattern.

What are some **green** and
red flags while
interviewing with another
company? *(also, when
considering moving to another
team!)*

Case Scenario #1

You notice that you are being **interrupted** and **talked over** during every meeting.

You **don't feel heard** at all.

What are some ways you could self-advocate for yourself?

Case Scenario #2

Your teammate **verbally abuses you**. They unreasonably rage at you at every little chance they get.

They get away with it because of the **bystander effect**. Your manager knows how bad the situation is for you but takes part in it.

What are some ways you could self-advocate for yourself?

Case Scenario #3

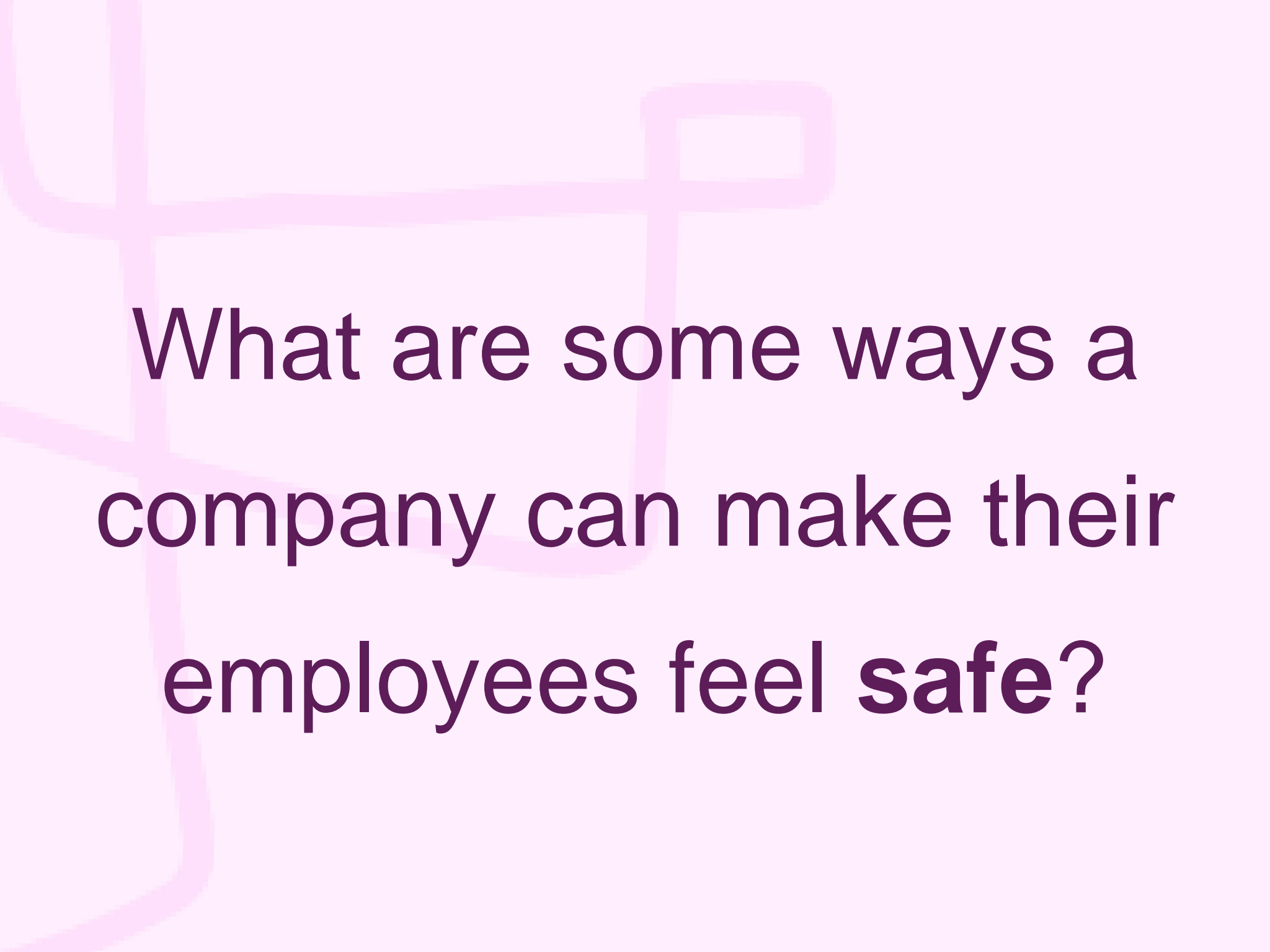
Your manager is **negative** all the time.

They regularly **slam things** on the table in **frustration** and say things like “this company is full of losers and that includes you.”

What are some ways you could self-advocate for yourself?

The background features several thick, hand-drawn pink lines that intersect to form a grid-like pattern. The lines are slightly irregular and have a soft, painterly quality. One line runs vertically on the left side, another runs horizontally across the middle, and a third runs vertically on the right side. There are also some diagonal lines and smaller rectangular shapes formed by the intersections.

Let's reflect ...



What are some ways a
company can make their
employees feel **safe**?

Unlearning our own biases

Affinity

Disability, Race, Age, Beauty, Name

Gender

Capitalism Filter

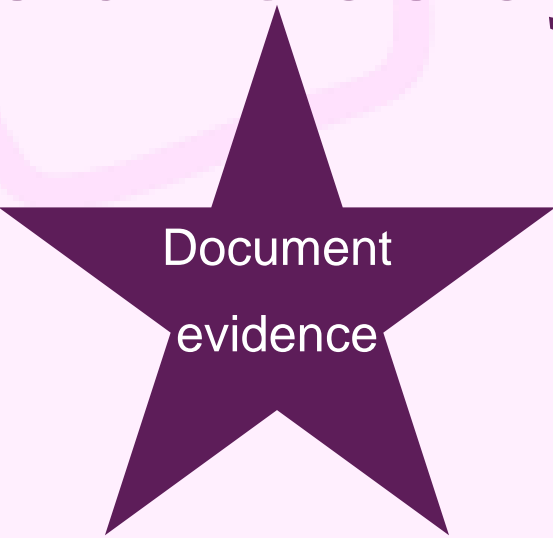
An abstract, hand-drawn style illustration in a light pink color. It features several overlapping, irregular lines that form a complex, somewhat geometric shape. The lines are thick and have a slightly rough, sketchy quality. The overall impression is that of a quick, gestural drawing, possibly representing a structure or a concept. The lines intersect to form various sized rectangular and irregular openings.

Wrapping up

Strategies for self advocacy




Seek
help




Document
evidence



Strengthen your
network



Mental health
break



Know your
strengths/
weakness

Resources

Four Tips to Strengthen Your Self-Advocacy

<https://www.womenwhocode.com/blog/four-tips-to-strengthen-your-self-advocacy>

Toxic work environment: red flags and survival tips

<https://clockify.me/blog/business/toxic-work-environment/>

15 Empowering Ways To Advocate For Yourself At Work

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/10/18/15-empowering-ways-to-advocate-for-yourself-at-work/?sh=18cb68827b03>

Thank you!

Resources and slides will be uploaded SOON on our Github page

<https://github.com/WomenWhoCode/WWCodeMobile/tree/master>

Continue the conversation in our #mental-heath-neurodiversity-and-dei channel

Join us on Slack: <https://tinyurl.com/ycwva655>

Find all our links on our **beacons page (this QR code or **`beacons.ai/WWCodeMobile`**)**

