



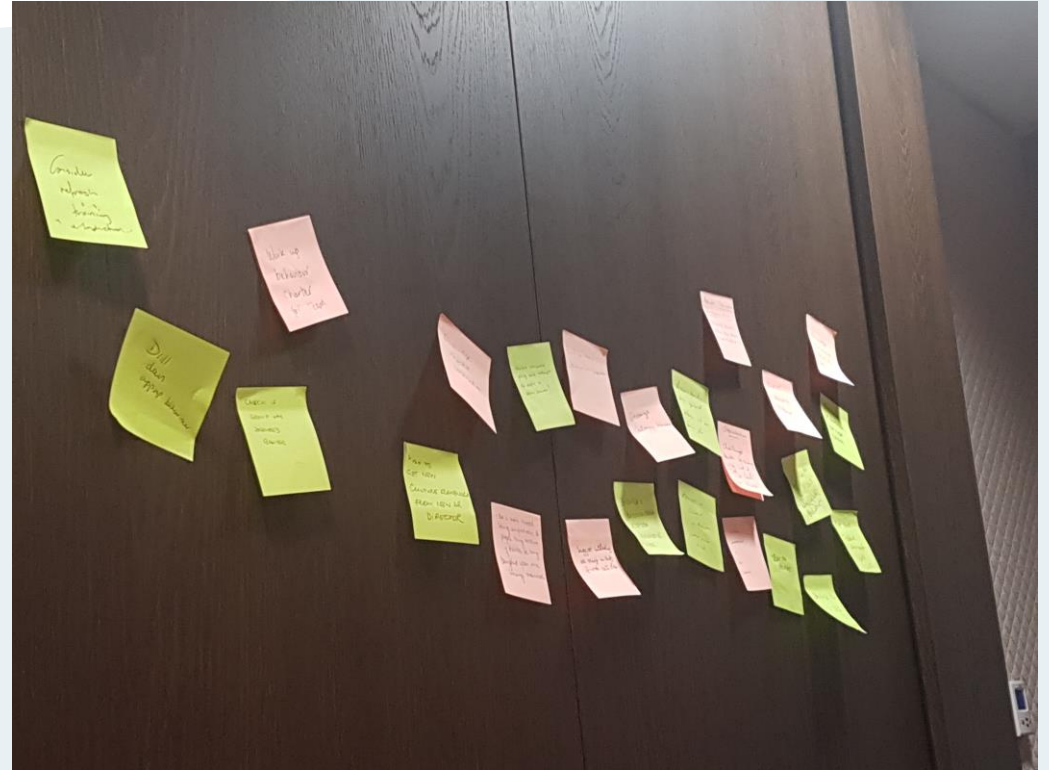
IPINCLUSIVE

Working for diversity and inclusion in IP

Banter; Making or Breaking Barriers Actions – Diversity Conference

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IP Inclusive Diversity Conference



Key Themes from Actions

Reviewing and Discussing Policies on Behaviour

- Discuss how to bring appropriate behaviour into our business plan
- Review company policy on acceptable staff behaviour and attempt to draft a team charter
- Push to get new culture framework
- Organise the 2020 D&I training (to review these policies with staff)
- Champion appropriate behaviour

Opening up Conversations on Banter and Behaviour with Teams

- Encourage discussion about acceptable behaviours at work
- Discussions on developing the right culture
- Discuss 'banter' within the team and what its effect is
- Ensure my colleagues are not bothered about 'nicknames'
- Ensure all participants included in a story/conversation
- Ask team if they've ever felt uncomfortable with any 'banter'
- Suggest including all staff in out of work activities

Key Themes from Actions

Calling out Inappropriate Behaviour

- Be a role model being empathetic to people being victim of banter or being laughed upon in a teasing manner
- Challenge banter - be encouraging - use of our charter
- Stop fuelling an office joke “that was yesterdays joke”
- Continue to call out inappropriate behaviour
- Encourage challenging behaviour
- Ask the question Stella asked when I next witness ‘nicknaming’
- Call out jokes that may be inappropriate

Thinking about the Impact of Behaviour and Banter on Others

- Think more about other peoples perceptions or reactions
- Stop to think about the impact of what I say on others
- Be aware that not everyone finds the same things funny
- Consider others before making a comment
- Be more mindful about the impact of my language
- Consider possible implications of comments made openly in public
- Check I am speaking with respect
- Listen out for banter and consider impact

If you have any questions or would like any further help or advice, please contact us on:

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And to keep up to date with the latest research, opinion and resources in managing behaviour and creating inclusive workplaces...

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