

Things you can do to help build up YOUR CO-WORKERS tolerance

Tolerance Tips

- ☺ **Eat!** Have a mixed culture lunch. Invite co-workers to bring dishes that reflect their culture, and share and share alike
- ☺ Get your company to **sponsor** an outreach programme
- ☺ Look at the **degree of diversity** in your workplace. Are there barriers that make it harder for certain groups to succeed? Try to remove them.
- ☺ If you do the **recruiting**, cast a wide net, and give everyone a chance. Post all job openings internally first
- ☺ Try to **value the input** of everyone you work with
- ☺ Avoid **singling out employees** of a certain race or ethnicity to “deal with” issues of diversity on behalf of everyone else
- ☺ Do **lunch!** Vary your lunch partners. Choose co-workers with different backgrounds to yours, from different parts of the company and at various job levels



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Tolerance Tips

Tolerance is:

The capacity for, or the act of recognising and respecting the opinions, practices or behaviours of others



Tolerance Tips

- ☺ **Start a mentoring programme.** Use the programme to team up veteran employees with newcomers
- ☺ Establish **internal procedures** for employees to be able to report harassment and discrimination incidents. Make sure the whole company knows about it
- ☺ Try to develop an “**open-door**” policy



- ☺ Fight against the “**just like me**” bias, which is the tendency to favour those who are similar to ourselves
- ☺ If your company donates to certain charities or organisations, or does voluntary work for them, publicise this fact widely and, when given the opportunity, **challenge other companies** to match or exceed the efforts your company makes

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Tolerance Tips



“The capacity for getting along with our neighbour depends to a large extent on the capacity for getting along with ourselves. The self-respecting individual will try to be as tolerant of his neighbour’s shortcomings as he is of his own.” – Eric Hoffer

“The test of courage comes when we are in the minority. The test of tolerance comes when we are in the majority.” - Ralph W. Sockman



“**Human diversity makes tolerance more than a virtue; it makes it a requirement for survival.**” – Rene Dubos



“The problem to be faced is: how to combine loyalty to one’s own tradition with reverence for different traditions.” - Abraham Joshua Heschel