How to Approach Culturally Sensitive Topics as a Leader

This flowchart can help managers figure out the best way to approach culturally sensitive topics and support their teams.



Recommended Approach:

Create a safe space for employees to share if they are not okay. This includes:

- Setting rules of engagement for meetings.
- Leading with positive intent.
- Avoiding correcting, mansplaining, or communicating a message on someone else's behalf.
- Following up with employees.

Recommended Approach:

Lean on shared company values. It's shared company values that connect employees.

If you find that you no longer share the same company values or that the values have changed and no longer serve you, it might be time to begin looking into a new company that shares your values.

Recommended Approach:

You can share that you have an open door policy and are available for those who want to talk. You can also:

- Remind your team about the company's employee assistance program (EAP) resources.
- Rally for EAP support if your company does not offer it.
- Encourage self-care and let employees know that taking personal time won't impact your view of their performance.

For more guidance, read our accompanying blog post by Diversity and Inclusion Consultant Jenn Tardy.



Jenn Tardy, founder of Jennifer Tardy Consulting (Team JTC), has been on a mission to help employers and job seekers reach their goals since 2004, driven by a passion to see increasing diversity make sense and cents. As a Recruitment Thought Leader, she created the #HiringSuccess programs to enable employers to attract and hire applicants from underrepresented backgrounds and foster inclusive work cultures. As a Career Success Coach, Jenn uses her expertise in overcoming bias-driven obstacles to empower job seekers through the #CareerSuccess program. Based in Maryland, Team JTC is an award-winning, internationally recognised firm working with DEIB consultants and career coaches. Jenn holds numerous certifications in Human Resources and DEIB, she is a LinkedIn Top Voice, and she serves as a Co-Chair within The Society for Diversity's Careers & Collaboration community.

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