

TAKE-5 FOR INCLUSION & DIVERSITY CIVILITY

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INTRODUCTION

Scenario 1:

A shipbuilder made comments about a certain low-rent neighborhood in town and he intended it to be humorous; another shipbuilder overheard it who happens to live there and was offended.

Scenario 2:

John was sitting at his desk when Steve came over and started making fun of a co-worker who has a speech disorder. Little did Steve know that John's little sister also suffers from speech disorder.

Scenario 3:

Two employees were having a discussion when one employee jumped in the conversation and made a sarcastic comment to them. The two employees did not appreciate the snide remark. However, instead of responding angrily they had a conversation with the other employee and parted with a mutual understanding and respect for each other.

What feels wrong about these situations?

When was the last time you witnessed or experienced incivility? How did you respond?



These days, we see behaviors that demonstrate a lack of respect and civility, both inside and outside of the workplace. Many view incivility as a serious problem that is getting worse. Shipbuilders are encouraged to have open and honest conversations without hostility and retaliation. NNS foster an environment of respect through fair, reasonable, and inclusive treatment. If every shipbuilder develops an awareness of respectful behaviors, we will spread positive influence throughout our workplace, from the C-suites to the deck plate.

THINGS TO REMEMBER:

As shipbuilders, we are expected to treat others with dignity and respect and to communicate in a courteous and professional manner.

- Consider how personal words and actions impact others
- Encourage, support and mentor others
- Listen to others with interest and respect
- Recognize the abuse of power is never acceptable
- Take responsibility for one's own actions
- Offer assistance when needed but accept refusal gracefully

RECAP:

As shipbuilders, we can create an inclusive environment by respecting and recognizing our differences. For more information about our responsibilities and expectations, refer to the HII Code of Ethics and Business Conduct handbook.