

TAKE-5 FOR INCLUSION & DIVERSITY

INCLUSION, THE INVISIBLE OBSTACLE (BY ENGINEERING & DESIGN I&D CHAMPIONS)



INTRODUCTION:

Scenario 1

Jane is an engineer, her supervisor asked her to attend a meeting in the yard to help with an issue on the hammerhead crane. Jane noticed she was the only female in the room. During the discussion, Jane spoke up and gave her opinion of how the problem on the crane started. One person asked, "How did you know that"? Jane explained that she is an apprentice school graduate and she worked with the O43 crane crew before receiving her engineering degree.

Scenario 2

A couple of shipbuilders were talking about a broken piece of equipment that they were working on. They could not agree on which part to replace. A co-worker sitting across from them overhead their conversation. He decided to come up to them and told them which part to change. They asked how he could be sure which piece to replace since he is new to the company. He told them that he had worked on the same equipment while he was in the Navy.

Prejudging people is called stereotyping. When we stereotype people, we fail to see who they are and what they have to offer. It is important to take time to get to know each other and appreciate our differences. Find out what makes each of us unique and work together to build good ships.

How can our opinion of people, based on our preconceived notion of who they are or their capabilities, have a negative impact on team dynamics? Final product? Quality? Efficiency?

How can we overcome these invisible obstacles and make sure people feel included?

Things to Remember:

- Suspend judgment – Commit to open discussions with people to learn about their knowledge, skills and abilities rather than passing judgment based upon a preconceived notion of their capabilities.
- Change focus – Teamwork improves when we focus on producing a quality product and not on a person's race, color, religion, sex, national origin, age, disability, and veteran status.
- Leverage strengths – Each employee has different strengths that can be leveraged to improve our products and services.
- Connect employees – Productivity improves by 20-25% in organizations with connected employees (source: The McKinsey Global Institute).

RECAP:

As shipbuilders, we can overcome invisible obstacles by taking the time to get to know each other's background and appreciate our differences.