



Diversity Gazette

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Keep your eyes open...

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It's the start of a new year, and for many of us ... it's time to start again. We tend to use the newness of a New Year as an opportunity to reflect on ways we can improve ourselves, our relationships, and even our workplaces.

As you know, the Diversity Gazette is all about offering you a chance to consider ways to become more diverse in your thinking. Consider this idea: what if we used this renewed state not just as an opportunity for self-improvement, but an opportunity to help showcase others as well? Let's examine an idea several corporate and educational organizations routinely use called

the Hidden Figure Awards. The purpose of the awards are to showcase the work of gifted people who diligently work to make their work locations better, but may go unnoticed because the very nature of their work might keep them relatively hidden. Even if your workplace does not offer a formal recognition program, you can still say thank you or connect with those you notice are the hidden figures in your work site.

Stay alert. **Keep your eyes open ...** because you might just find you are the person to help someone else become visible or heard. Helping others become visible or

heard helps make our workplaces more productive and fulfilling.

In 2016, even women in the White House found ways to tap into supporting others. The Washington Post describes a technique women in the White House used during meetings called 'amplifying.' Amplifying is all about echoing and supporting the hidden voices that are neglected due to gender bias in the workplace.



Resource

Eilperin, Juliet. "White House women want to be in the room where it happens" *The Washington Post*, (September 2016).