

*EPISODE ONE*  
*BE A BEDI-JEDI*  
*WHAT IT MEANS*  
*(LITERALLY)*



Do you want to create a super innovative, happier,  
more productive workforce? It's a no brainer, right?  
Following the path of the BEDI Jedi can help you  
achieve all that and more. But what exactly is BEDI?



BEDI stands for

***BELONGING***

***EQUITY***

***DIVERSITY***

***INCLUSION***

In a nutshell, BEDI's all about understanding the true value of a workforce that's made up of people from a range of backgrounds with a variety of identities. It's also about taking action to remove barriers to full participation in your workplace. When you do this, you empower the individuals in your diverse workforce to perform to the best of their ability. Chuck in making sure everyone feels welcome and you'll have a workplace that's healthier and nicer to be in.



**GET READY TO BECOME AT  
ONE WITH BEDI...**



**...AND BUILD A HAPPIER  
WORKPLACE FOR EVERYONE**

**M**eet Garth. He's encountering a few issues as he runs his fleet of intergalactic spaceships. Y'see, Garth's staff are really unhappy. His workplace just isn't inclusive. Garth takes a literal 1 size fits all approach to uniforms. If anyone asks for a different size, so they can do their job properly, Garth tends to send them on holiday. To his crusher. Permanently. He doesn't listen to what his team have to say. And he has his favourites.

He's totally less likely to eject one of them into space for making a suggestion. All of this has created an unpleasant, unsafe, unsupportive workplace. It's no wonder his employees are leaving in droves before he even gets a chance to bop them with a lightsaber. If Garth wants to save his space station and keep his employees, he's gonna need to become a BEDI Jedi. The first vital step is learning what BEDI stands for: Belonging, Equity, Diversity and Inclusion.

***BUT WHAT DOES EACH OF THESE WORDS MEAN? LET'S FIND OUT.***



**B** stands for belonging. This is all about making sure your employees feel welcome and valued, just as they are. Over at Garth's space station, nobody feels welcome and valued. Quite the opposite. When Garth wanted to decorate his space station, he asked his employees for their opinion about the wallpaper choice. When someone piped up that they'd like to see pink flamingo wallpaper, Garth blasted them

with his laser. This didn't make his employees feel welcome. In fact, it sent a clear signal that only the opinions of some of Garth's employees are valued, instead.

**Help your employees experience belonging by making sure the language used in all your documents, policies and online accounts is always respectful. Making sure everyone feels safe to share their ideas will help your employees feel welcome, too.**



**E** stands for Equity. People often confuse equity and equality. But even though the words are pretty similar, they do have different meanings. Equality's all about giving everyone access to the same resources and support at work. Equity's about recognising that employees need different resources, to be able to contribute fully. For example, when Garth makes all his employees wear the same sized uniform, he's not making

sure each individual has what they need to perform to their best. If he gave everyone the size of uniform they needed instead, everyone would have an equal outcome, because everyone's uniform would fit them.

**To create an equitably workplace, treat employees as individuals. Think outside the box and make reasonable adjustments to working patterns and equipment so everybody has what they need to participate.**





**D** stands for diversity. It's all about promoting a variety of different identities and perspectives. Crucially, it's also about valuing all the ways we're different to one another, visibly and invisibly. Garth's not massively into diversity. What's left of his team isn't diverse at all. If Garth decides to build a new spaceship to add to his fleet, he won't be able to access a wide variety of perspectives when drawing up plans. This'll make it really hard for

his team to innovate, because diversity of thought encourages innovation. The lack of diversity in Garth' team is likely to greatly undermine the chances of achieving his goal.

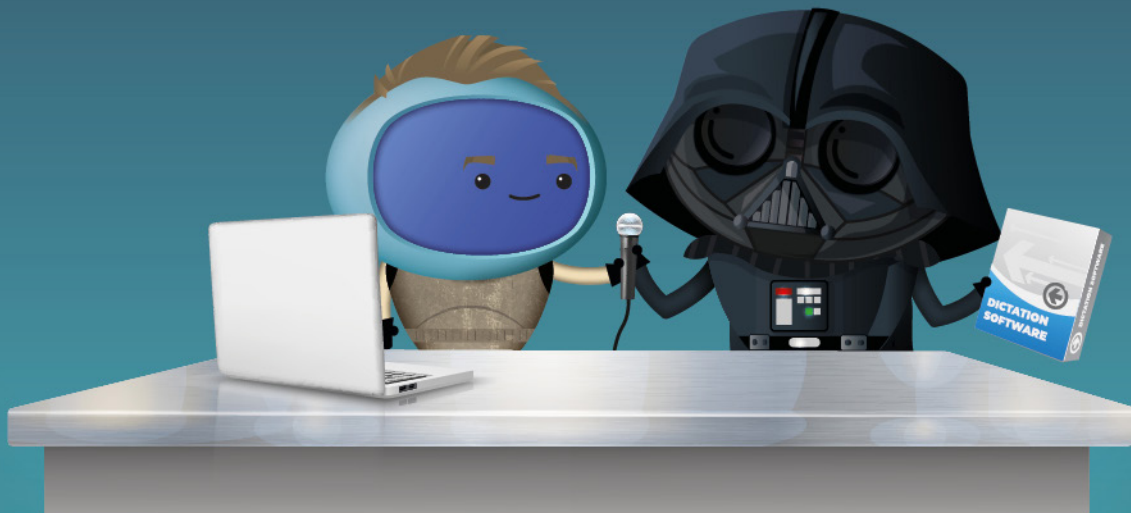
**Make sure your diverse workforce is truly valued. Challenge discriminatory behaviour and attitudes in your workplace and your sector. Create a workplace culture where valuing visible and invisible differences is a core value.**



I stands for inclusion. Inclusive workplaces recognise and value the diversity in their workforce. They have employees from diverse backgrounds at every level of the organisation. They make sure everyone feels welcome. And they support everyone to thrive at work. For example, if Garth made adjustments to allow a dyslexic employee to work in a way that worked for them, he'd be removing barriers and appreciating the value of his diverse workforce. He'd be being inclusive, which is something Garth

really needs to work on. Y'see, people don't want to work in toxic workplaces. They wanna work somewhere they can safely be themselves and be treated fairly, not with lasers. If Garth wants to stop his team from walking out on him, he's gotta focus on inclusion.

**Create an inclusive workplace by taking action to make sure employees feel welcome, valued and supported. Contribute to a workplace culture where people feel safe to communicate openly and to learn and grow.**





It's up to you to become a BEDI Jedi and turn your workplace into a happy, psychologically safe, fair place to be. Use the BEDI code to focus on Belonging, Equity, Diversity and Inclusion, so everyone is able to contribute fully and to the best of their ability. The benefits are huge. Individuals will feel welcome, supported and valued. Retention will improve and so will innovation and creativity in your workforce. And people will feel good about working for you. When you follow the path of the BEDI Jedi, everyone wins.