

Day 4

Code Switching / Masking

```
# code switching
# code switching A
```


Today's Eye Opener

15 seconds



“The most significant barrier to change is not a lack of resources, but a lack of vision.”

- Never
- Rarely
- Occasionally
- Frequently
- Always

However, for many people, the need to change

Video: 2.5 minutes

To code-switch or not to code-switch



Lucrece Grehoua explores why code-switching is used as a mechanism for many people of colour <https://youtu.be/jYvmNHfqIKI?si=bHDHSQ-YWf3rFumL>

Why do ethnically diverse individuals code-switch more, and how does this impact wellbeing?

People who are part of marginalised groups often encounter stereotypes that portray them negatively (e.g. a Black man may be stereotyped as dangerous).

These stereotypes lead to discrimination and create challenging environments where individuals feel the need to adapt their behaviour to fit in and succeed (e.g. a Black man might code-switch to a less assertive tone or a certain dressing style in certain environments to avoid the stereotype).



According to the Harvard Business Review, these are the three main reasons ethnically diverse colleagues code-switch in the work place:

To  by downplaying their association with groups that face discrimination so they appear more "professional".

Listen actively to colleagues from different backgrounds without interrupting or assuming stereotypes.

Make sure everyone has a chance to participate in meetings, discussions, and social activities, no matter their cultural background.

Share your stories about your culture in a safe space to build trust and authenticity, making it easier for people to learn and do the same.

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