

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO

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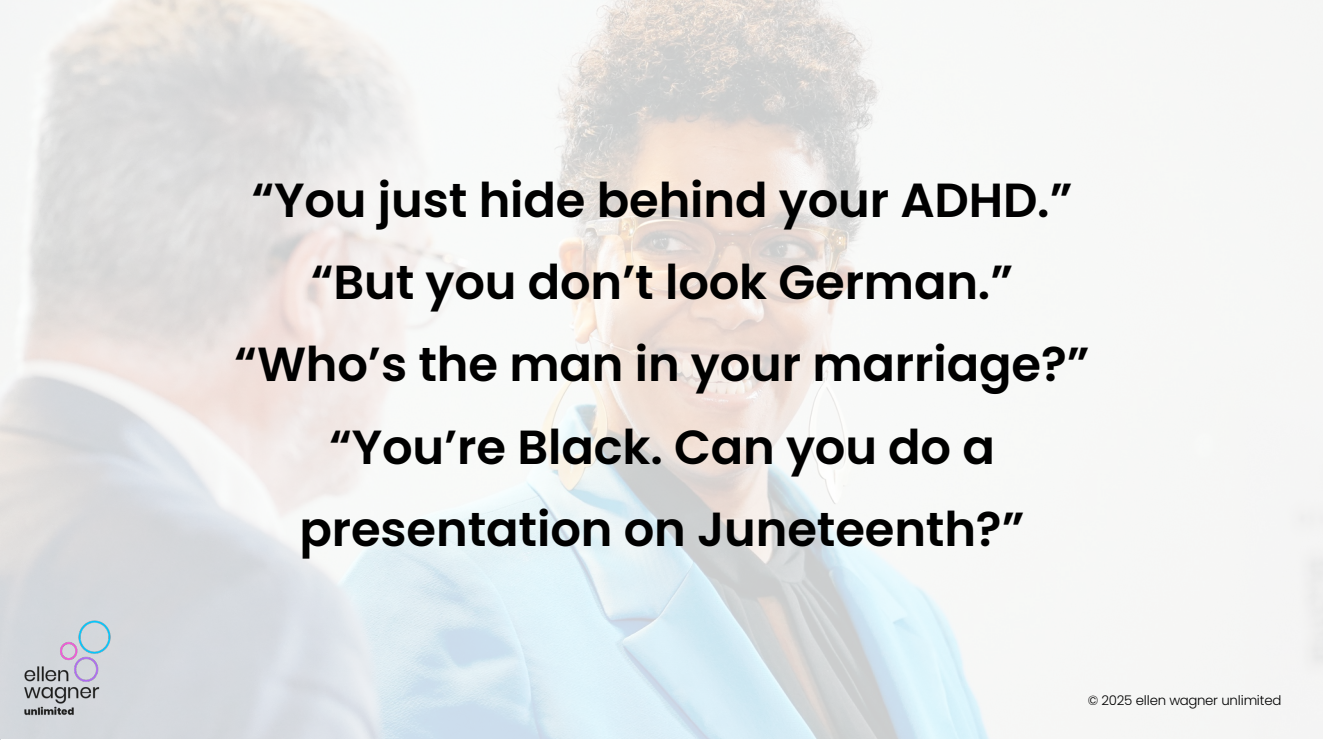
Welcome!

We will start soon...



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“You just hide behind your ADHD.”
“But you don’t look German.”
“Who’s the man in your marriage?”
“You’re Black. Can you do a presentation on Juneteenth?”



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Coaching for Connection: Helping Clients Overcome Othering and Find Belonging at Work

Your Coaching Workshop with Ellen Wagner



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Agenda

- **Intro: Introduction and check-in**
- Our identity and how we perceive the world
- The impact of othering in the workplace
- Different levels of discrimination
- Understanding microaggressions
- Allyship now!
- Outro: Summary and feedback



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Ellen Wagner

she/her

- Specialist for workplace transformation
- 17 years of experience as Lecturer & Author
- Over 10 years of experience in corporate
- Lived in 6 different countries, speaks 4 languages
- Master's in Business Psychology, Diploma in Business Administration
- Certified Life and Business Coach
- LinkedIn Top Voice 2022 & 2023
- Loves to brew water kefir with different flavors



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House Rules

**Be respectful
and mindful**



**Be open to being
uncomfortable**



**Groups of people are
not one dimensional
or a monolith**



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Content Note

- Discomfort
- Anger
- Surprise
- Shame
- Optimism



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Mentimeter Check In

What do you already know about Othinging? Share a word of intention you have for today's workshop. How comfortable do you feel stepping out of your comfort zone during this workshop?

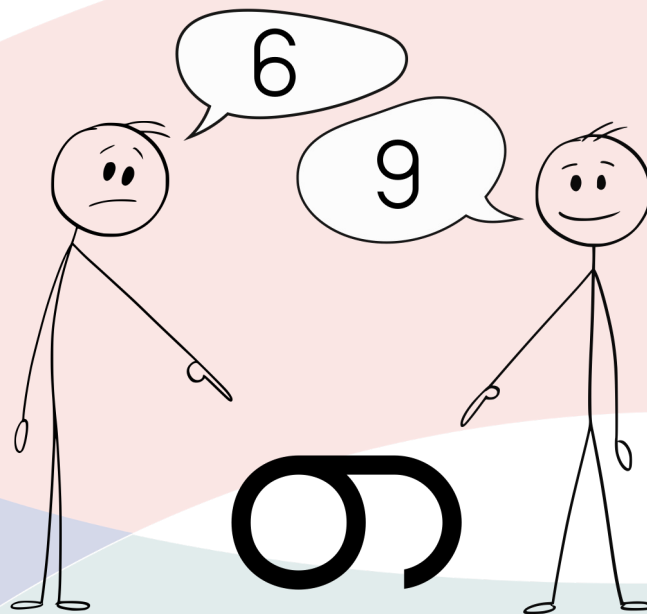
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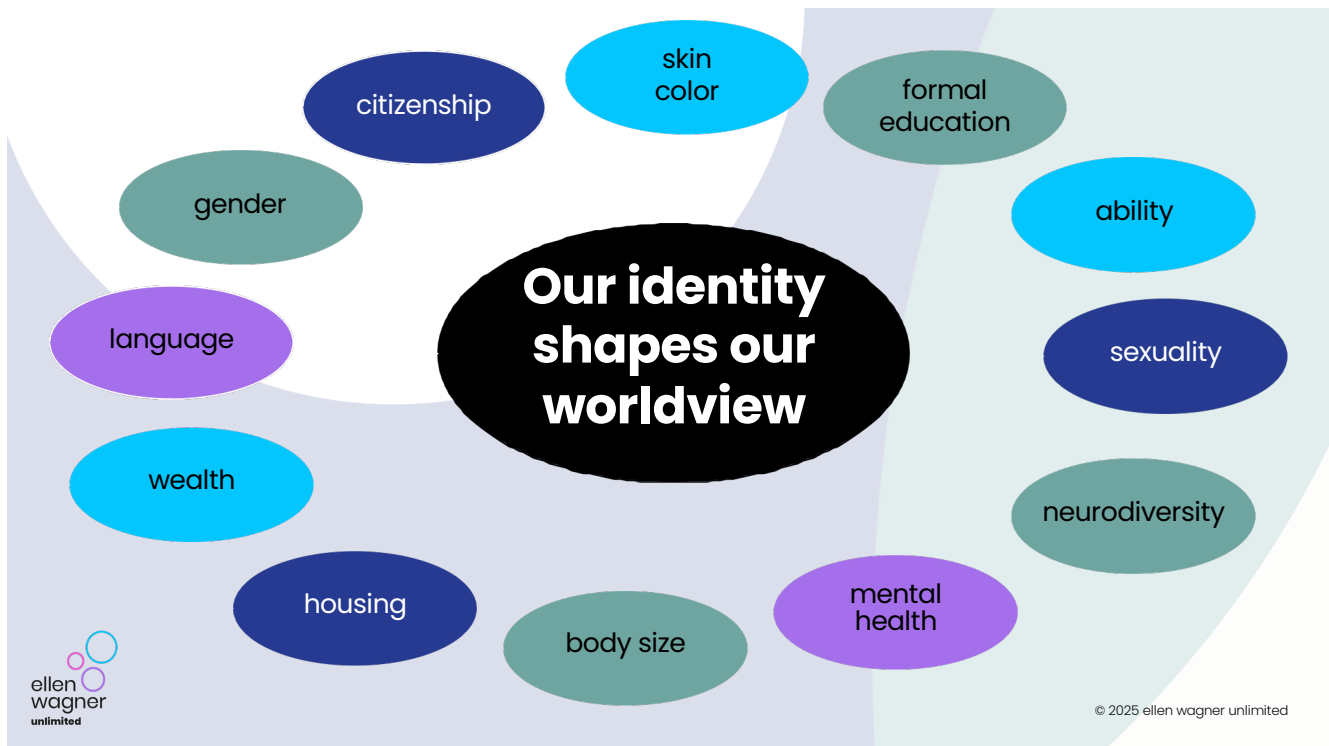
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How we see the world



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Mentimeter Reflection

5 Questions around discrimination in everyday conversation.

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Group Exercise

- Get together in groups and discuss:
 - a. Was it easy to answer these questions?
 - b. Why was it hard? Why was it easy?
 - c. What has come up for you while answering these questions?
 - d. Was there information that you have missed?
 - e. Share your perspective on why you chose a certain scale (bad or not bad).
- You have **10 minutes**.

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Key Takeaways



- How we see and understand the world is influenced by who we are.
- This affects whether we think things are fair or unfair.
- The way we communicate also plays a big role in how we interpret what others say and how they say it.



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Belonging



Othering



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Consequences of Othering

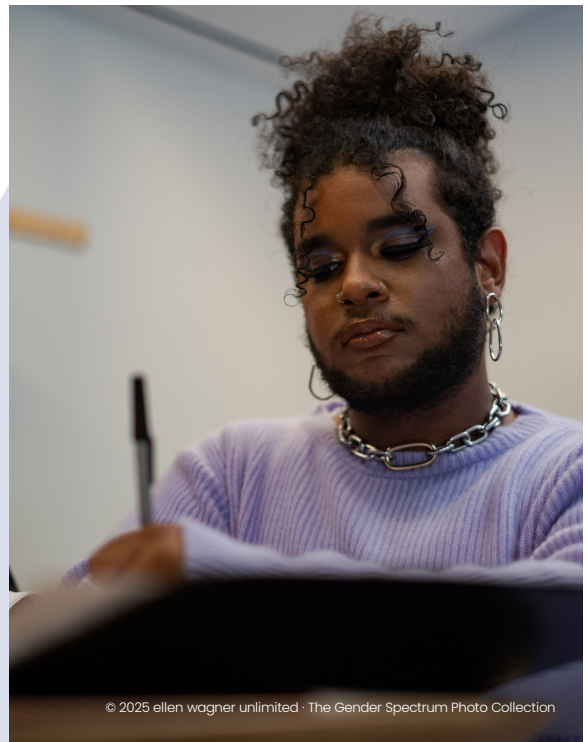
- The thinking of 'Us' vs. 'Them' divides.
- Dismissing the ideas and efforts of certain individuals.
- No effort to contact specific people on the team.

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Consequences of Othering

- Forgetting to share information with team members.
- Excluding people from meetings, learning opportunities, or social events.



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Intersectionality



Mentimeter Reflection

What intersection are you at?

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Key Takeaways



- So-called othering makes people into the “others” and excludes them.
- People exist at different intersections, meaning that different types of exclusion influence each other.
- People are unique. They may share various life realities, but their perceptions can be completely different.



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Short definition of oppression

Prejudice + power = -ism



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The Four I's Of Oppression

Different levels of discrimination

Ideological

the very conscious
ideological
development of
...ism



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The Four I's Of Oppression

Different levels of discrimination

Ideological

the very conscious ideological development of ...ism



Institutional

is reflected in how institutions and systems reinforce and manifest ideology



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The Four I's Of Oppression

Different levels of discrimination

Ideological

the very conscious ideological development of ...ism



Institutional

is reflected in how institutions and systems reinforce and manifest ideology



Interpersonal

Interpersonal
the way we enact violence to each other based on oppression



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The Four I's Of Oppression

Different levels of discrimination

Ideological

the very conscious ideological development of ...ism



Institutional

is reflected in how institutions and systems reinforce and manifest ideology



Interpersonal

Interpersonal the way we enact violence to each other based on oppression



Internalized

how we internalize ideological notions of oppression



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Key Takeaways



- Exclusion and discrimination occur at different levels: ideological/structural, institutional, interpersonal and internalized.
- It is important to differentiate between the various forms.
- We should try to identify the exact causes in order to implement effective measures.

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Microaggressions

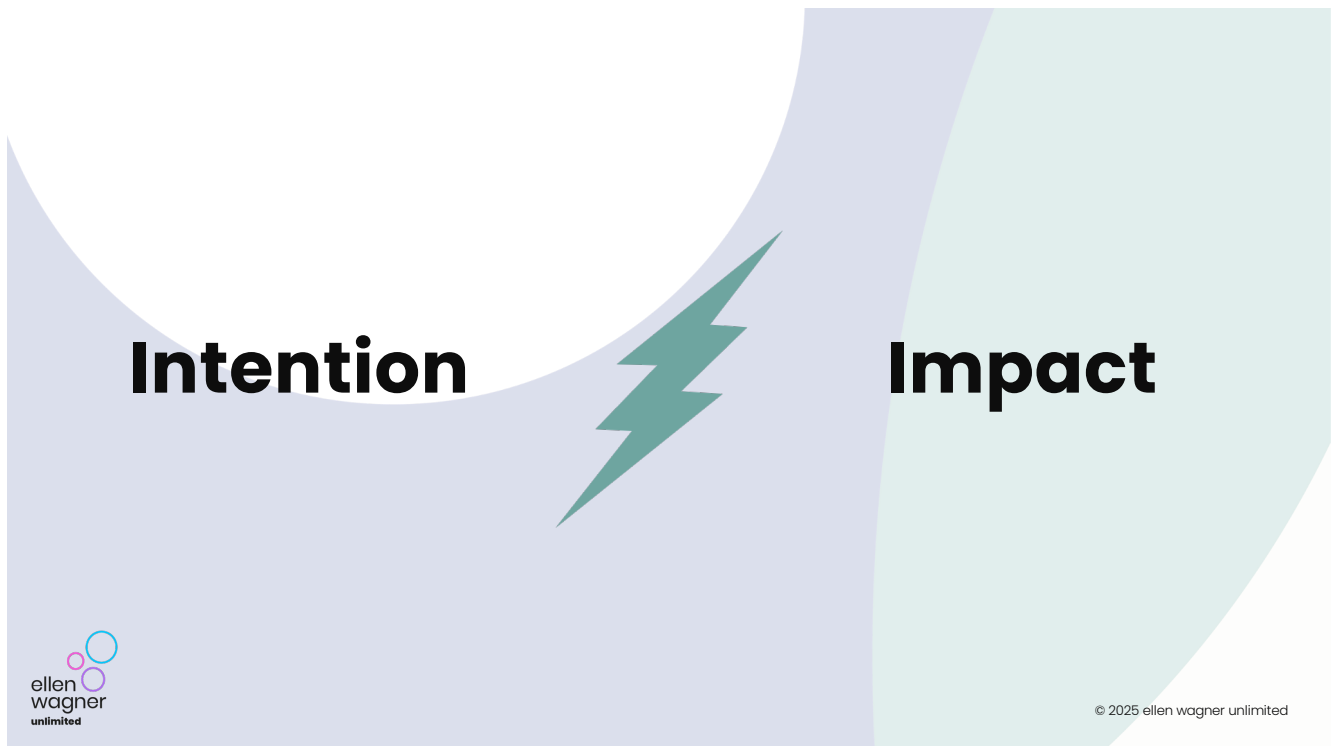


subtle, insulting remarks in everyday communication and action



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Sexism

Example

A woman is interrupted in a meeting by a man.



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Classism

Example

A wealthy person says to a person from a low-income background that anyone can achieve anything if they just try hard enough.



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Racism

Example

A white person tells a Black person "All people are the same to me, I don't see color."



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Ableism

Example

A non-disabled person asks a disabled person "What disability do you actually have?"



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LGBTQIA+ Hostility

Example

A cisgender person asks a trans person "What was your previous name?"



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How to react?

**Impacted
Person**

Bystander

Perpetrator



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Group Exercise

- Get into groups and choose an example of a situation where you were the impacted person or bystander.
- What was said and how did you respond? How would you respond if it happened again?
- Discuss what you can do or roleplay the situation.
- You have **10 minutes**.

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Key Takeaways

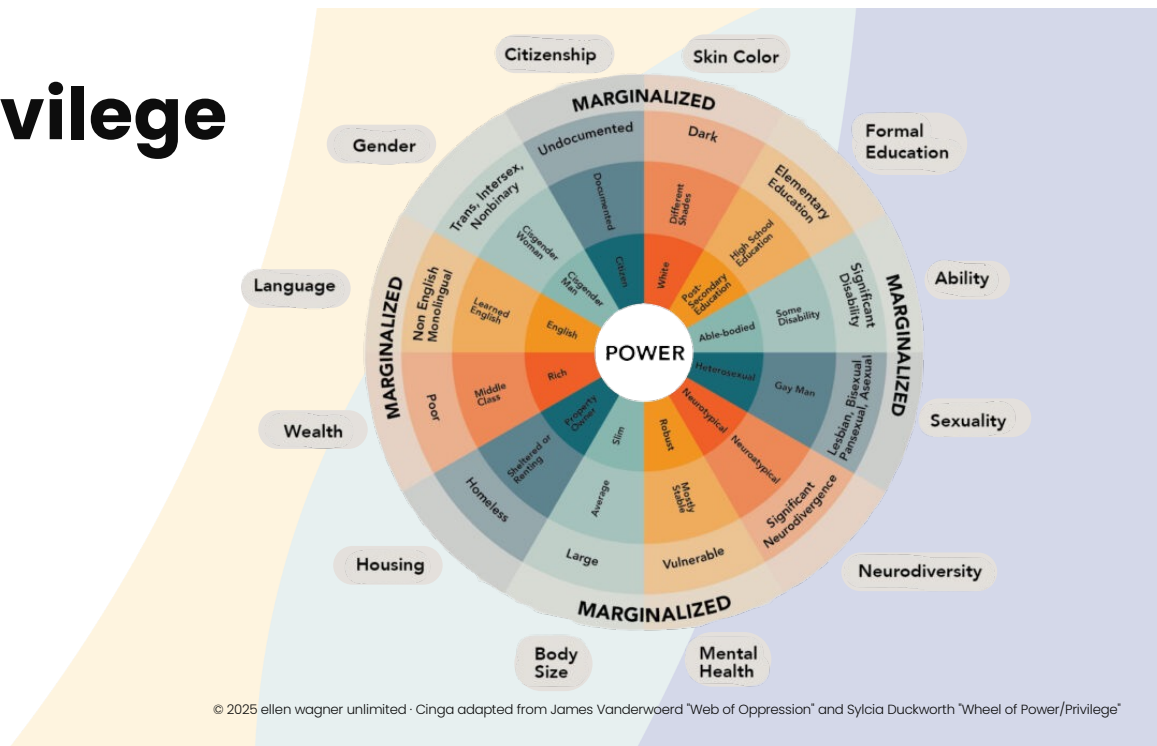


- Microaggressions are called 'micro' because they affect people on an individual level versus a 'macro' level, which is structural.
- It is the impact that matters (more), not the intention.
- The way individuals deal with microaggressions varies.

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Privilege



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Allyship

An ally is a person who stands up for or advocates for people and groups other than their own.

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Tipps: How to be a good Ally



Question the
"social norm"



Lead by example



Use language
mindfully



Learn to actively
unlearn



Consider
intersectionality



Consume
Diversity



Position yourself
- always



Practice makes
perfect

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Mentimeter Quiz

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Key Takeaways



- Equity is fairness when it makes sense.
- There are countless ways to help others. What best fits you?
- This is about lifelong learning. A workshop or quiz is nice, but change must be sustainable.



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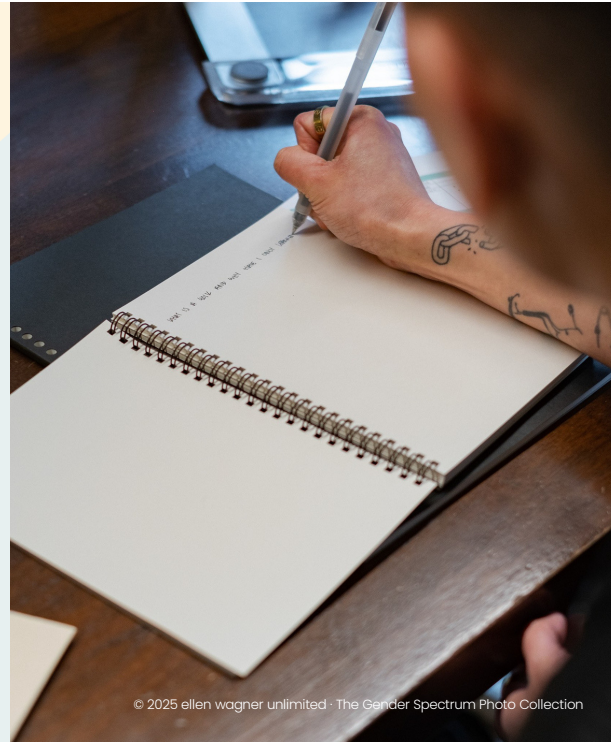


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Summary

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Check-Out

What will you do differently starting tomorrow?
(*open-ended question*)

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See you next time!

The best compliment is a recommendation!
I look forward to your recommendations and reviews on LinkedIn or Google.



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