

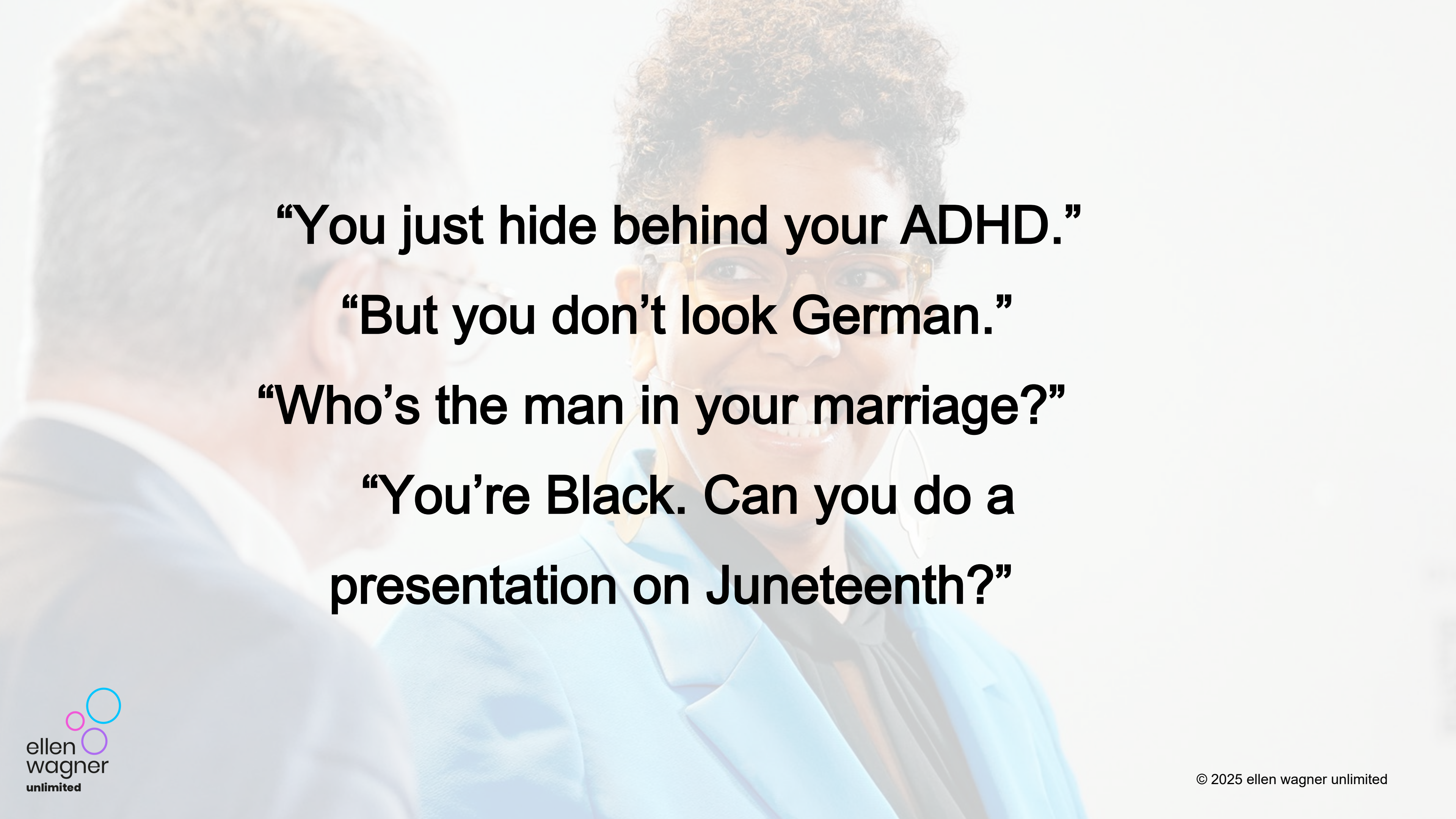
ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO



Welcome!

We will start soon...



“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?”**

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

Your Coaching Workshop with Ellen Wagner



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

Ellen Wagner

s h e / h e r

- 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

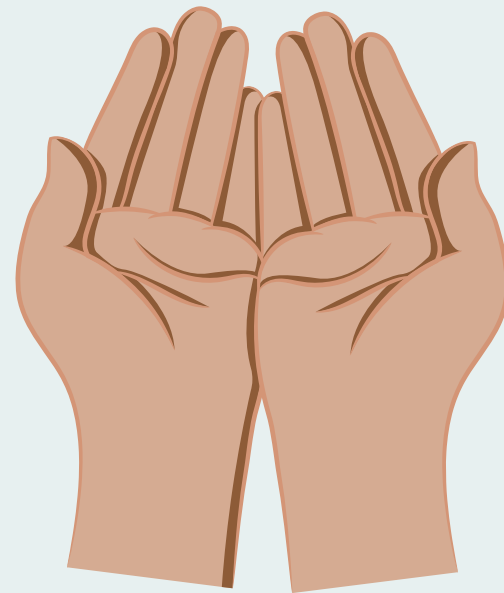


House Rules

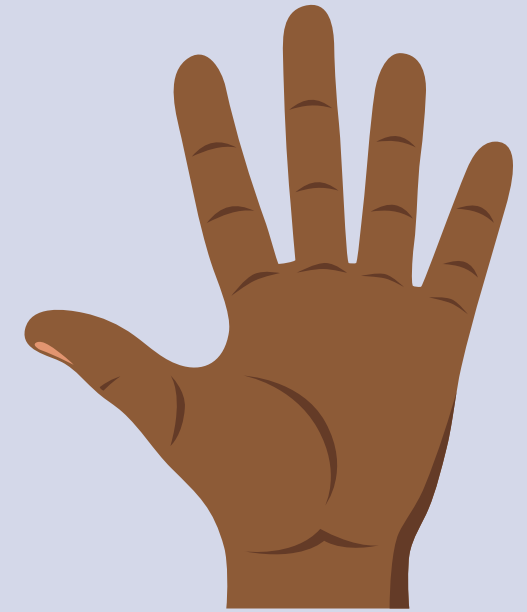
Be respectful
and mindful



Be open to being
uncomfortable



Groups of people are
not one dimensional
or a monolith



Content Note

- Dis c o m f o r t
- A n g e r
- S u r p r i s e
- S h a m e
- O p t i m i s m



Mentimeter Check In

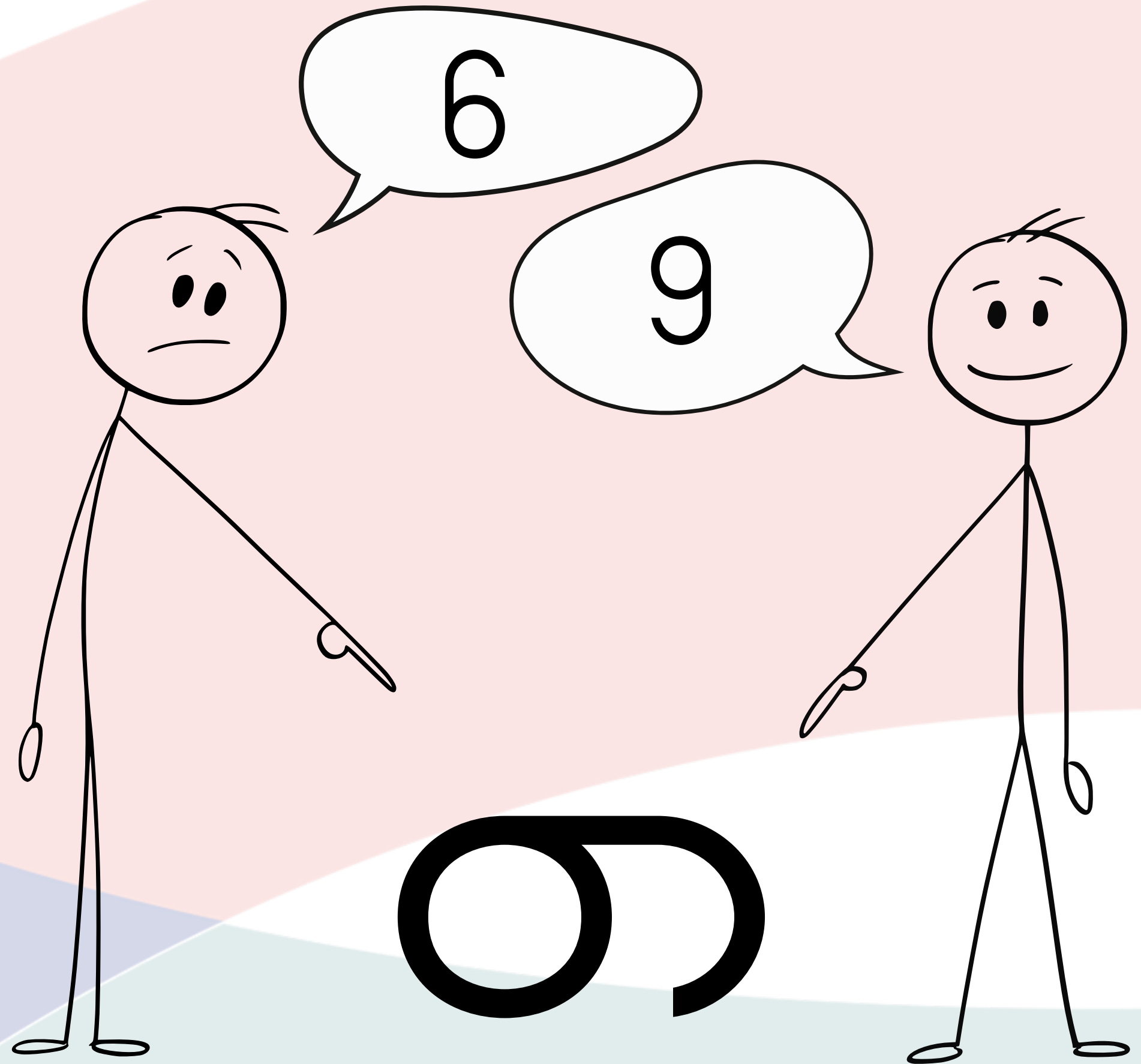
What do you already know about Othering? Share a word of intention you have for today's workshop. How comfortable do you feel stepping out of your comfort zone during this workshop?

Go to Menti.com and type in the following code:

3247 1836



How we see the world



Our identity shapes our worldview

skin
color

formal
education

ability

sexuality

neurodiversity

mental
health

body size

housing

wealth

language

gender

citizenship

Mentimeter Reflection

5 Questions around discrimination in everyday conversation.

Go to Menti.com and type in the following code:

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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**.



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



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.

Consequences of Othering

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



Intersectionality



Mentimeter Reflection

What intersection are you at?

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following code:

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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

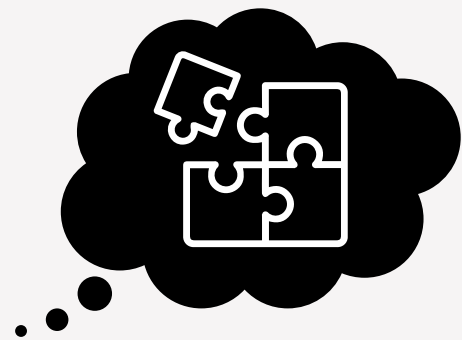
Prejudice + power = - ism

The Four I's Of Oppression

Different levels of discrimination

Ideological

the very conscious
ideological
development of
...ism

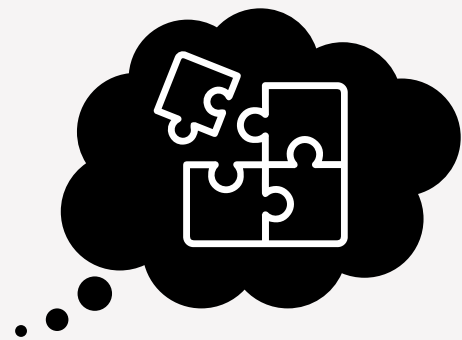


The Four I's Of Oppression

Different levels of discrimination

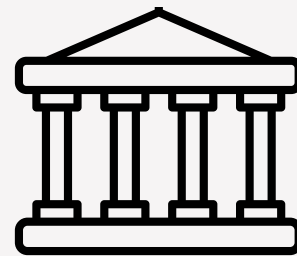
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...ism



Institutional

is reflected in how
institutions and
systems reinforce
and manifest
ideology

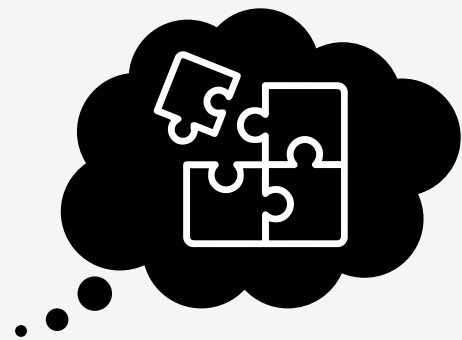


The Four I's Of Oppression

Different levels of discrimination

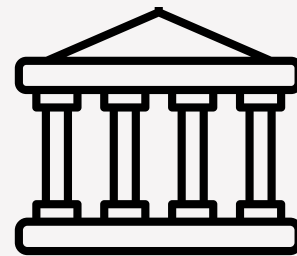
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Institutional

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Interpersonal

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

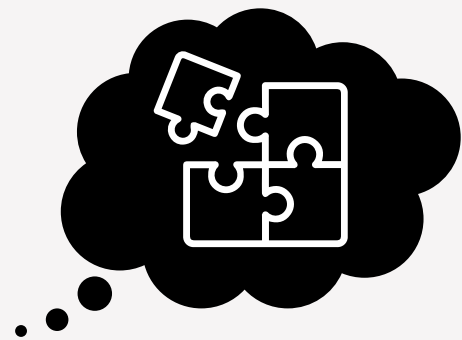


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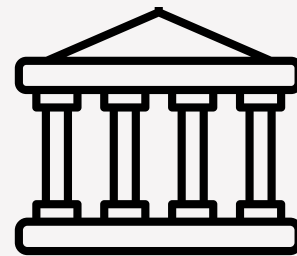
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Institutional

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ideology



Interpersonal

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



Internalized

how we internalize
ideological notions
of oppression



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

Intention



Impact

Sexism

Exa m p le

A woman is interrupted in a meeting by a man.

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.

Racism

Example

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

Ableism

Example

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

LGBTQIA+ Hostility

Exa m p le

A cisgender person asks a trans person
"Wha t wa s y o u r p r e v i o u s n a m e ?"

How to react?

**Impacted
Person**

Bystander

Perpetrator

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**.



Key Takeaways

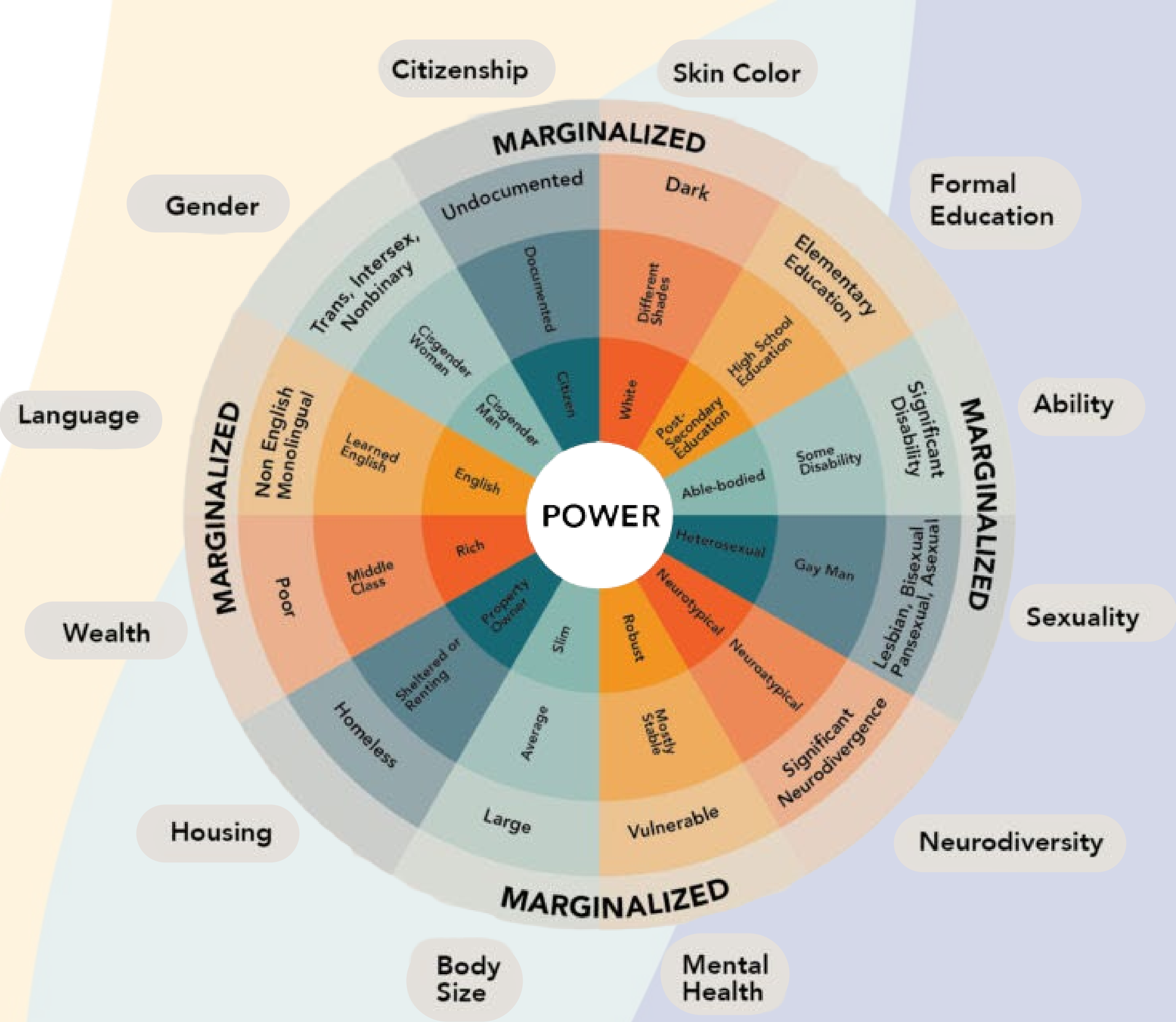


- Microaggressions are called ‘micro’ because they affect people on an individual level versus a ‘macro’ level, which is structural.
- It is the impact that matters (more), not the intention.
- The way individuals deal with microaggressions varies.

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Privilege



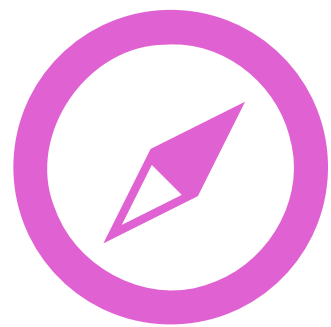
Allyship

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

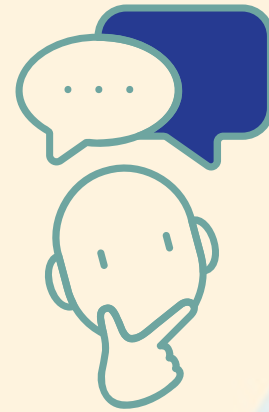
Tipps: How to be a good Ally



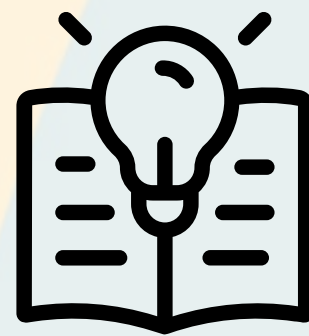
Question the
“social norm”



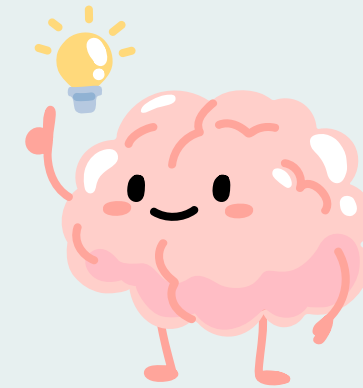
Lead by example



Use language
mindfully



Learn to actively
unlearn



Consider
intersectionality



Consume
Diversity



Position yourself
- always



Practice makes
perfect

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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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.



To receive today's handout and mentimeter results, send us an email at **mail@ellen - wagner.com**



www.ellen - wagner.com

ellen
wagner
unlimited

The image features a large, stylized 'ICF' logo in white on a dark blue background. To the right of the logo, the text 'International Coaching Federation' is written in white. Below the logo, the website 'coachingfederation.org' is displayed in white. The background is a composite of a city skyline at sunset, palm trees, and a body of water, with large diagonal sections of teal and orange overlaying the scene.

ICF

International
Coaching
Federation

coachingfederation.org