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Worried about the Great Resignation? Allyship Training Is The Missing Link in Your Retention Strategy

As Australians emerge from lockdown, there's growing evidence the 'Big Quit' is heading to our shores.

Practical Reconciliation and Allyship experts Carla Rogers and Aunty Munya Andrews have observed the trend and believe a lack of cultural safety in workplaces is one of the driving factors.

"While lockdown has had it's challenges, for many it has provided a welcome respite from the difficulties they face in the workplace," observed Carla Rogers. "Asking some people to return to the office is a bit like asking the metaphorical frog to jump back into the pot of boiling water."

Aboriginal Elder Aunty Munya Andrews adds, "When you are part of a minority group, it takes a lot of mental energy to 'fit-in' with the majority. Simple things, like making eye-contact, did not come naturally to me as it is not considered polite in Aboriginal culture. I had to teach myself to do this so that I would appear confident when working with non-Indigenous people. It can be really exhausting."

"For too long, those in the majority, non-Indigenous people like myself, have expected those in the minority to fit in with them," says Carla. "I think what we are seeing is that many people feel marginalised, for a variety of different reasons, and they've had enough."

"Allyship training includes learning about cultural differences, in communication style and language," explains Aunty Munya. "It opens people's eyes to a wider range of perspectives and differences, not just between Indigenous and non-Indigenous people, and it teaches everyone how to be more inclusive. We know from recent studies that more inclusive companies experience greater staff retention and they are also more profitable."

Aunty Munya Andrews and Carla Rogers are available for interviews on their approach to creating safer, more inclusive places to work and provide practical techniques for all workplaces to employ.

Media Contact: Carla Rogers
Ph: 0428 628 190
Email: carla@evolves.com.au

