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## CODE-SWITCHING

- Refers to **alternating** between languages or dialects within a conversation.
- In a broader social context, it encompasses **adjusting one's behavior** and **appearance** based on the social setting to **conform to different cultural norms**.

## INTERSECTIONALITY

- A framework for understanding how **various aspects of a person's identity**, such as race, gender, class, sexuality, ability, etc., **intersect** and **interact with each other**, creating unique experiences of privilege and oppression.

4 MACHADO

*Kiss Cam*



## WHAT HAPPENED HERE?



Why is this considered code-switching?



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# WHY DO WE CODE SWITCH?

- **Navigate Multiple Social Identities**

- Code-switching can help people navigate spaces that are not always inclusive or understanding of their full selves.

- **Counteract Stereotypes and Bias**

- Individuals might code-switch to avoid being stereotyped, prejudiced, or discriminated based on certain aspects of their identity.

- **Access Opportunities**

- Code-switching might be employed as a strategy to overcome barriers to socioeconomic mobility.

- **Foster Connections and Communication**

- Code-switching can enhance communication and understanding across different cultural or linguistic groups, facilitating more meaningful connections and interactions.

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# BENEFITS OF CODE-SWITCHING

## ■ Enhanced Communication

- Code-switching can help convey messages more clearly by selecting the most effective language or dialect for the audience, ensuring the message is understood.

## ■ Professional Advantages

- Demonstrating linguistic and cultural flexibility can be an asset in the workplace, showcasing skills that may lead to career advancement opportunities.

## ■ Social Benefits

- Code-switching can be used as a tool to mediate conflicts by adapting language and behavior to de-escalate tense situations.

## ■ Psychological Benefits

- By engaging with different linguistic and cultural norms, individuals can develop greater empathy and understanding of others' perspectives.

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## BENEFITS OF CODE-SWITCHING - EXAMPLES

- A doctor using medical terminology with colleagues but switches to simpler, layman's terms when explaining a diagnosis to a patient.
- A woman switching between professional and casual English to connect with both senior leaders and peers.
- A man using gender-neutral language in company communications to foster an inclusive environment.

CAN YOU LIST OTHER **EXAMPLES?**

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# CONSEQUENCES OF CODE-SWITCHING

## ■ Psychological and Emotional Strain

- The pressure to code-switch, especially in environments where it is necessary for acceptance or success, can lead to increased stress and anxiety.

## ■ Impact on Authenticity

- Continual code-switching can lead to a sense of losing one's authentic self, as individuals may feel that need to hide or alter their *true* selves to fit in.

## ■ Health Risks

- Code-switching can have negative impacts on physical health, such as hair damage from chemical treatments or frequent styling.

## ■ Internalized Oppression

- The need to code-switch can influence some individuals to believe negative stereotypes about their own culture or linguistic backgrounds.



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## CONSEQUENCES OF CODE-SWITCHING - EXAMPLES

- A woman of South Asian heritage removing a nose piercing or straightening her hair each morning to “look more professional” in the office.
- An individual who uses a nickname instead of their given ‘ethnic’ name, so their friends or colleagues do not have to learn how to properly pronounce it.
- Somebody adjusting their vocal cadence to “sound straight,” or eliminating a regional accent that is associated with a lack of intelligence.

CAN YOU LIST OTHER **EXAMPLES?**

# CODE-SWITCHING, PSYCHOLOGICAL SAFETY AND THE WORKPLACE

## Strategies for Individuals

- Advocate for inclusivity
- Lead by example
- Reflect on your own personal biases

## Strategies for Companies

- Promote Diversity, Equity, and Inclusion (DEI) policies
- Encourage open dialogue
- Evaluate company culture
- Center diverse leaders
- Continue to educate yourself



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HOW ARE **YOU** GOING TO MAKE  
YOUR **WORKPLACE** MORE  
PSYCHOLOGICALLY **SAFE?**

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