

Using a DEI Lens as We Develop Recommendations for “Coming Back to Work”

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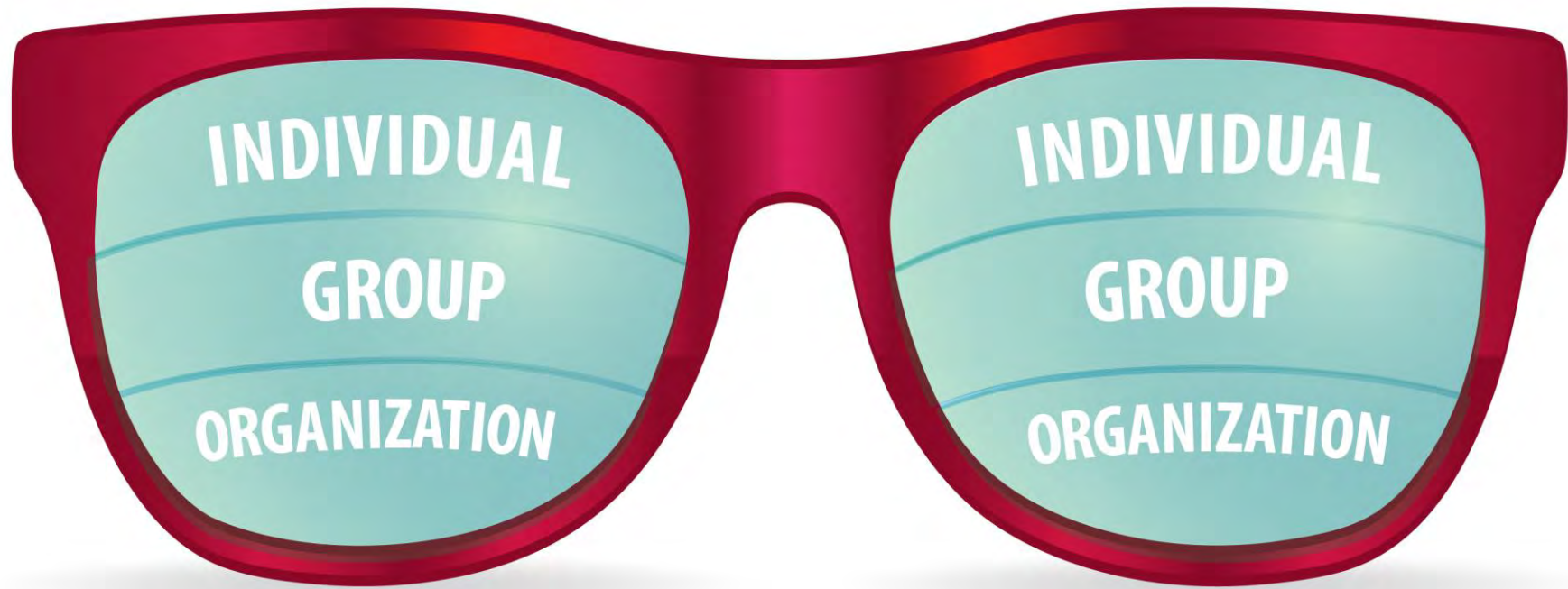
BREATHE

Challenge by Choice

Reflect and share:

How are you feeling & doing **in this continuing pandemic & times of renewed racial reckoning? (pg. 2)**

Compared to earlier....



Differences that Make a Difference, **pg. 4**

- **Age**
- **Care Giver Status**
- **Disability & Health status**
- **Educational status**
- **Essential worker**
- **Ethnicity/Culture**
- **Family make-up**
- **Food security**
- **Gender identity**
- **Geographic region**
- **Housing status**
- **Immigration status**
- **Job function**
- **Language, accents**
- **Mental health status**
- **Nationality**
- **Position, Level in the Hierarchy**
- **Racialized identity**
- **Relational, Marital, Parental status**
- **Religion/spirituality**
- **Revenue producing/not**
- **Sex**
- **Sexuality**
- **Size/appearance**
- **Socio-economic class**
- **Vaccination status**
- **Veteran status**
- **Work style**
- **Years of experience**

**Reflect: By group membership, who
was/may still be experiencing
significant impact during this continuing
pandemic and racial reckoning? (pg. 4)**

In your breakout group:

Consider each category of difference on page 4, and others) as you discuss:

By group membership, who was/may still be experiencing significant impact during this continuing pandemic and racial reckoning? (pg. 4)

Engagement Guidelines, page 3

- 1. Open and honest communication; anticipate & consider your impact**
- 2. Participate fully (comfort zone +1); Expect discomfort if learning**
- 3. Speak from personal experience**
- 4. Listen respectfully; Listen to learn**
- 5. Seek to understand; Expect disagreement & listen harder**
- 6. Share airtime: Move in, move out**
- 7. Be fully present**
- 8. Be open to new perspectives**
- 9. Explore impact; acknowledge intent**
- 10. Expect people to learn and grow; don't freeze-frame others**
- 11. Take risks; Lean into discomfort; Be brave; Engage**
- 12. Respect and maintain confidentiality**
- 13. Notice/describe what you see happening in the group, in you**
- 14. Recognize your triggers; Share if you feel triggered**
- 15. Trust that dialogue will take us to deeper levels of understanding and acceptance**
- 16. Engage & embrace this opportunity; We won't be finished**

Ways We Shifted (still shifting) Practices, Policies, Expectations & Norms in the Pandemic

In response to the pandemic, what changes were made to practices, expectations, norms, and policies:”

- **How & where people worked independently?**
- **How & where people worked with others?**
- **How meetings were conducted?**
- **Communication and decision-making practices?**
- **Training, supervision, hiring, onboarding, etc.**

Reflect and share in CHAT:

By group membership,

- 1. Who benefitted from these shifts and changes? Whose needs were met?**
- 2. Any downsides? Costs?**

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**What, if any, concerns or fears might
you/your colleagues have about
“coming back to work”?**

What's missing?

- **In this opportunity to reset our pre-covid organizational climate and culture, what other changes and ideas could possibly advance employee engagement, productivity, and DEI Goals?**
- **By group membership, who would benefit? Whose needs would be met (more)?**



Can you spot the
HORSE?



Reflect and Note:

- **What groups do we need to have “on our screens” as we consider ideas and make recommendations?**
- **Including by *intersecting* identities?**
- **Which of these easily are on your screen?**
- **Which might you need a prompt to remember to consider their needs?**

For Every Current/Pre-Covid Practice or Policy, Ask These Questions to Use a DEI Lens (pg. 5):

- 1. What were possible productive intentions when this practice, policy, expectation/norm, etc., was created?**
- 2. By group membership, who probably had their needs met back then? Might not have?**
- 3. Today, by group membership, who probably gets their needs met?**
- 4. What groups may not have their needs met?**
- 5. What groups may face extra barriers, hurdles, and obstacles?**

For Every Current/Pre-Covid Practice or Policy, Ask These Questions to Use a DEI Lens (pg. 5):

- 6. What groups might/will experience unintended negative differential impact from this policy, practice, or expectation/norm? This decision?**
- 7. What shifts/changes could meet the needs of more people across group identities? What else is possible?**
- 8. What more do we need to know? Questions we still have?**
- 9. Whose involvement and input could help us in this conversation?**
- 10. What questions, issues or ideas seem out of scope, *yet* we need to pass along for someone to consider?**

**For Every NEW Idea or Approach,
Ask These Questions to Use a DEI Lens (pg. 5):**

- 1. How will this idea advance our DEI and other organizational goals? The productive intentions?**
- 2. By group membership, who probably will have their needs met?**
- 3. What groups may not have their needs met?**
- 4. What groups may face extra barriers, hurdles, and obstacles?**
- 5. What groups might/will experience unintended negative differential impact from this policy, practice, or expectation/norm? This decision?**

**For Every NEW Idea or Approach,
Ask These Questions to Use a DEI Lens (pg. 5):**

- 6. What else is possible? What variation would meet the needs of more people across group identities?**
- 7. What more do we need to know? Questions we still have?**
- 8. Whose involvement and input could help us in this conversation?**
- 9. What other questions, issues or ideas seem out of scope, yet we need to pass along for someone to consider?**

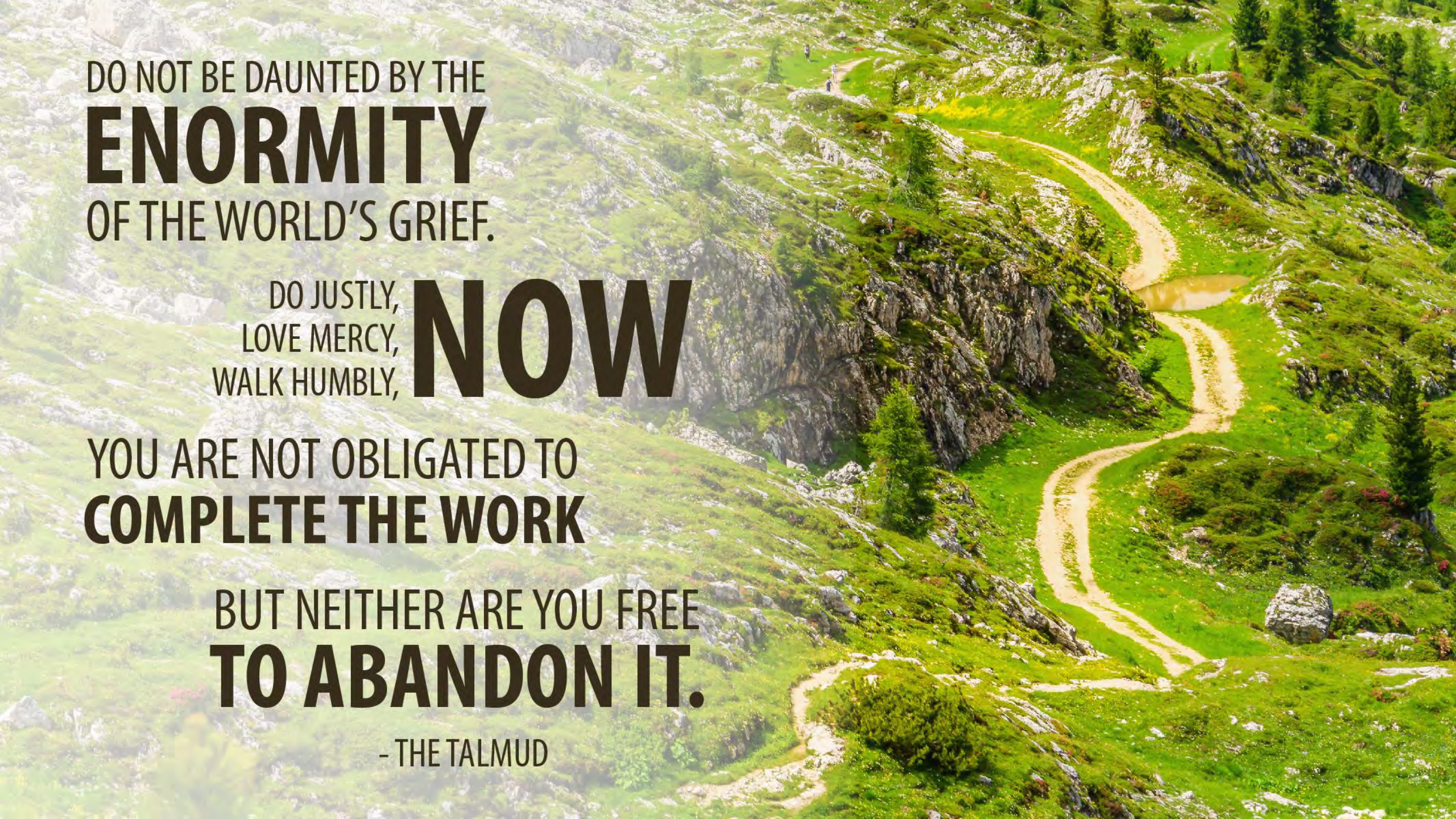
A scenic photograph of a beach at sunset. The sky is a mix of blue and orange, with scattered white clouds. The ocean is a deep blue, and a wave is breaking onto the shore, creating white foam. The sand in the foreground is a warm, golden-brown color.

**It's easy to feel helpless —
like you can't fight the tide.**

But Remember...

**Small actions can have a huge impact,
and one person like you can
inspire others to action.**

- Celeste Ng



DO NOT BE DAUNTED BY THE
ENORMITY
OF THE WORLD'S GRIEF.

DO JUSTLY,
LOVE MERCY,
WALK HUMBLY, **NOW**

YOU ARE NOT OBLIGATED TO
COMPLETE THE WORK

BUT NEITHER ARE YOU FREE
TO ABANDON IT.

- THE TALMUD