

USF Diversity, Equity, and Inclusion Modules 4 & 5



Disability in the workplace

Legal issues

Strategic planning for DEI

Hiring

Retention

<https://www.usf.edu/business/certificates/diversity-equity-inclusion/modules.aspx>

Module 4

- Hiring and supporting people with disabilities
- Legal Issues with DEI
- Future of your org through DEI

https://youtu.be/-_e4W50TUzQ

Hiring and supporting people with disabilities

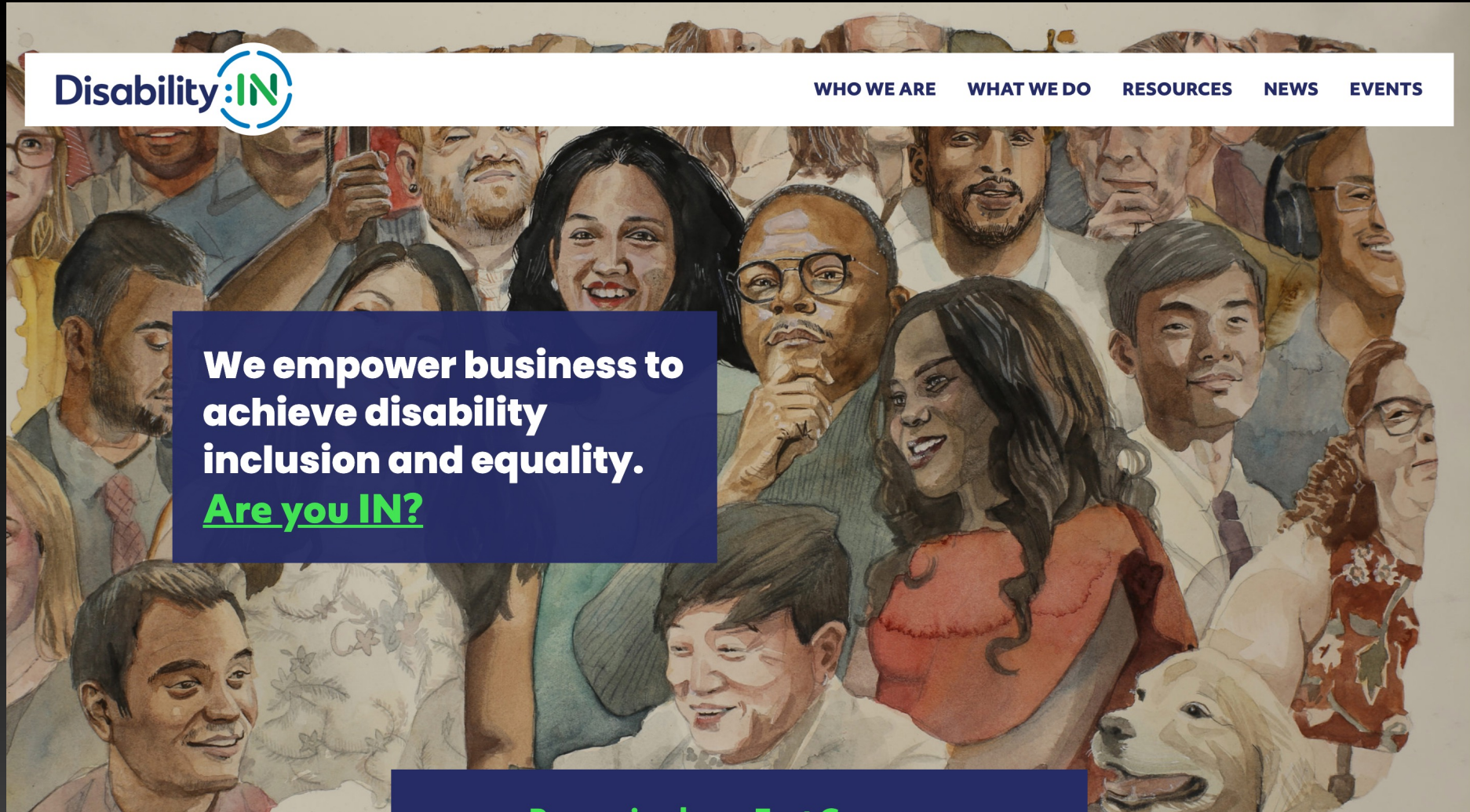
Jenny Lay-Flurrie, microsoft

- Resources for small organizations
 - Disability:In has resources, best practices, survey on how an org is doing
 - <https://disabilityin.org/>
 - Microsoft has published many of its playbooks
 - <https://www.microsoft.com/en-us/diversity/default.aspx>
 - Pandemic and well being
 - 5 days given for well-being
 - Resources are made available
 - "It is ok not to be ok"
- Don't ask about disabilities, make it safe to self-identify
- (When the leader is vulnerable, then others are more likely to self-identify)



Hiring and supporting people with disabilities

Jenny Lay-Flurrie, microsoft



WHO WE ARE WHAT WE DO RESOURCES NEWS EVENTS

**We empower business to
achieve disability
inclusion and equality.**

Are you IN?

Diversity and Inclusion

Hiring and supporting people with disabilities

Jenny Lay-Flurrie, microsoft

Q: What experiences does your org have supporting people with disabilities? (Employees or volunteers)

Legal Issues

Dawn Siler-Nixon, attorney

- Set goals, not quotas
- Hire based on qualifications, not race
- Conduct demographic analysis
- Develop a plan for parity
 - Balanced slates in hiring
- Audit the Hiring Process
 - Where do you recruit
 - Is job description biased?
 - Who is recruiting, interviewing?
- Don't discount affirmative action
 - Include racial underrepresented groups in candidate pool
- Be Careful with Minority Internships



Legal Issues

Dawn Siler-Nixon, attorney

Q: Have you audited your hiring process through a DEI lens?

Q: Where do you recruit? And how does that encourage or discourage diversity in your org?

Future of your org through DEI

Terry Boyd and El pagnier "EK" Hudson



- Why DEI?
 - Exclusive practices can creep in unnoticed without a solid DEI strategy
 - Diversity leads to strength, so a strategy helps coordinate work across the organization towards that end
 - Studies have shown the more diverse an organization is, the more successful and innovative it is
- Policies & Practices
 - Who is in the room when decisions are made?
- Strategic Alignment
 - Support for DEI needs to be reflected across the org, from the Board all around

Future of your org through DEI

Terry Boyd and El pagnier "EK" Hudson

- Resistance to change (human nature)
 - Fear of the unknown
 - Overcome fear of the unknown through...
 - Developing trust
 - Education—why is this important?
 - Communication
 - Disruption of routine (we're creatures of habit)
 - “What’s in it for me?” —consider including incentives
 - Conformity to norms and culture

Future of your org through DEI

Terry Boyd and El pagnier "EK" Hudson

- Creating a DEI strategy
 - Identify Issues & Opportunities
 - Set strategic priorities
 - Measurement for effectiveness--“What gets measured, gets done”
- Elements of inclusive leadership
 - Commitment
 - Courage
 - Cognizance of bias
 - Curiosity
 - Cultural Intelligence
 - Collaboration

Future of your org through DEI

Terry Boyd and El pagnier "EK" Hudson

Questions:

- What kind of support do you have at the board level and what concerns have been expressed about DEI initiatives?
- Have you experienced resistance to change in yourself or others in your org?
- How are you institutionalizing DEI initiatives in your org?
- Does anyone have experience with blind reading of resumes?
- El pagnier said: "What gets measured gets done"--does anyone currently measure DEI progress?
- What elements of inclusive leadership have you experienced over your career?

Module 5

- Hiring
- Retention

<https://youtu.be/RXzya-cJclA>

Hiring

Sandra Quince, Bank of America

- Diverse slate
- Review committee
 - A review committee can reduce individual bias
- Diverse interview panel
- Set goals
 - Track demographic data



Retention

Sandra Quince, Bank of America

- Inclusive manager
 - Trust
 - Transparent
 - Invest in your people
 - Check in
 - Be vulnerable
 - Cultivate courageous conversations
 - What is it like to be you in this org?
- Mentoring, sponsorship--intentional
- Stay plans
 - We have plans for you
 - What are your goals and dreams?

Hiring & Retention

Sandra Quince, Bank of America

Questions

- What demographic data are you tracking?
- How have you seen mentorship or sponsorship present or absent in your org?
- Many of our orgs rely on summer staff with small stipends. This can unintentionally disqualify lower-income applicants, who cannot fall back on support from family. The more support the org can give (while respecting the value of simplicity), the less that the diversity of staff relies on family support to make the economics work. Similar for volunteer participants.

DEI journey at



- Pre-trip survey for volunteer groups (<https://forms.gle/k4UaMfQiLxBNBRjE9>)
 - Found here: <http://bethlehemfarm.net/service-week-volunteers/participation-forms>
- Encounter check-in mid-week (Wed eve) for service-retreat groups
 - Chaperones are given a reflection format to run through with their group
- Non-discrimination policy update (<http://bethlehemfarm.net/>)
- Spirit of Inclusion statement (<http://bethlehemfarm.net/spirit-of-inclusion>)
- Modify orientation
 - To emphasize all are welcome and encourage communication of needs/wants
 - Expectations under simple living
 - Open a safe space for sharing pronouns
- Education/Awareness
 - ReFrame DEI sessions with Justin Scott Campbell and Carlos Delgado
 - Reading Me and White Supremacy and reflecting on it together
 - DEI Certificate and ReFrame Community of Support
- Twenty45 Consulting (<https://twenty-45.com/>) through ReFrame grant
 - How do we institutionalize this initiative?
 - How do we diversify staff, interns, volunteers, clients?
 - How do we educate clients about respecting diversity (e.g. removing symbols of division), while not alienating them?
 - Emergent Strategy...more to come

Questions?