

Building Capacity for DEI & B



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Purpose...

Discuss

Discuss core principles surrounding Diversity, Equity and Inclusion as well as Belonging.

Address

Address the impact of Bias and Microaggressions to help better manage these impacts.

Evaluate

Evaluate DEI&B efforts in relation to organizational impact.



Diversity: Visible & Invisible

Nationality

SES

Values

Ethnicity

Ability

Sexual Orientation

Age

Gender Identity

Race

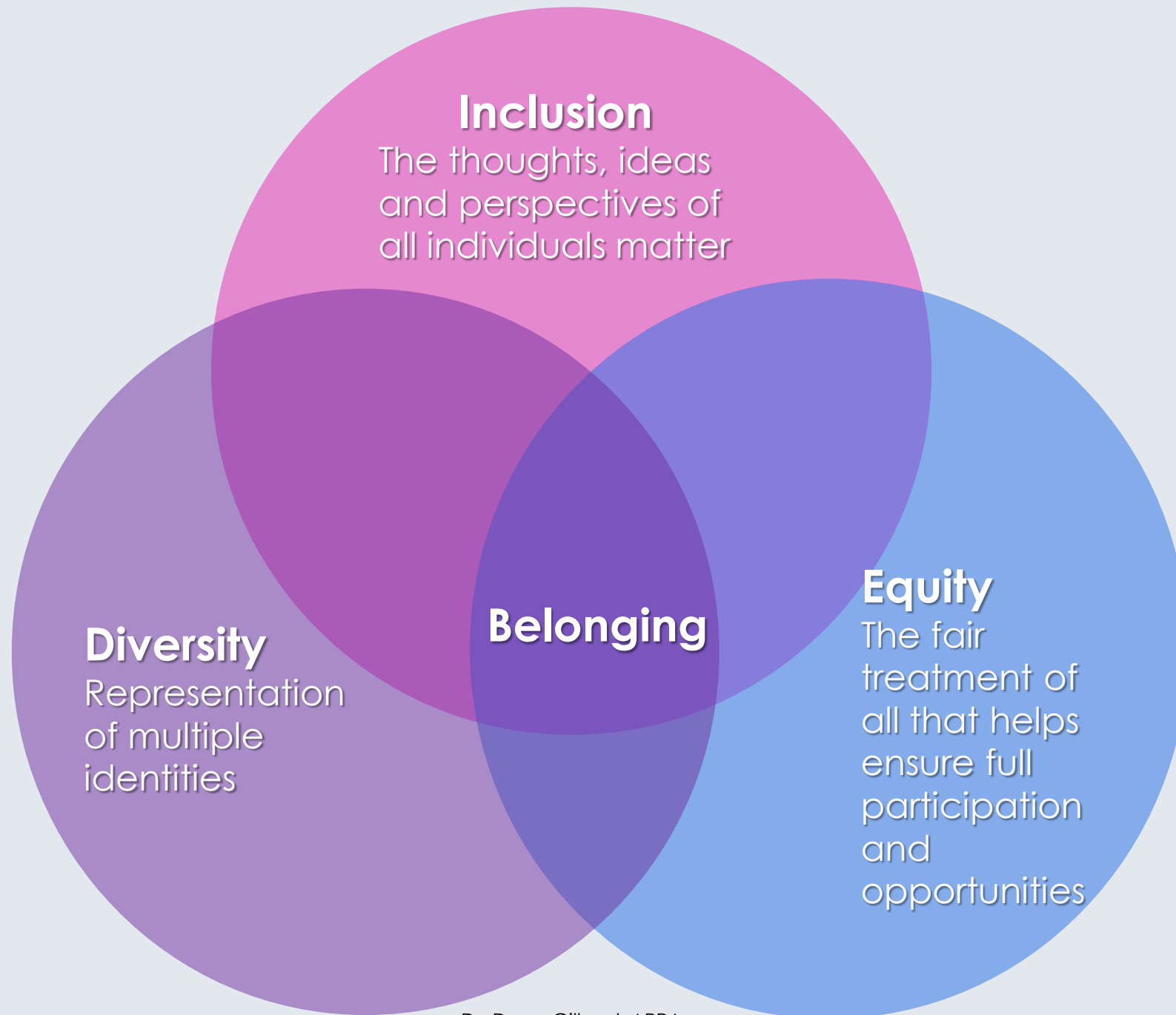
Language

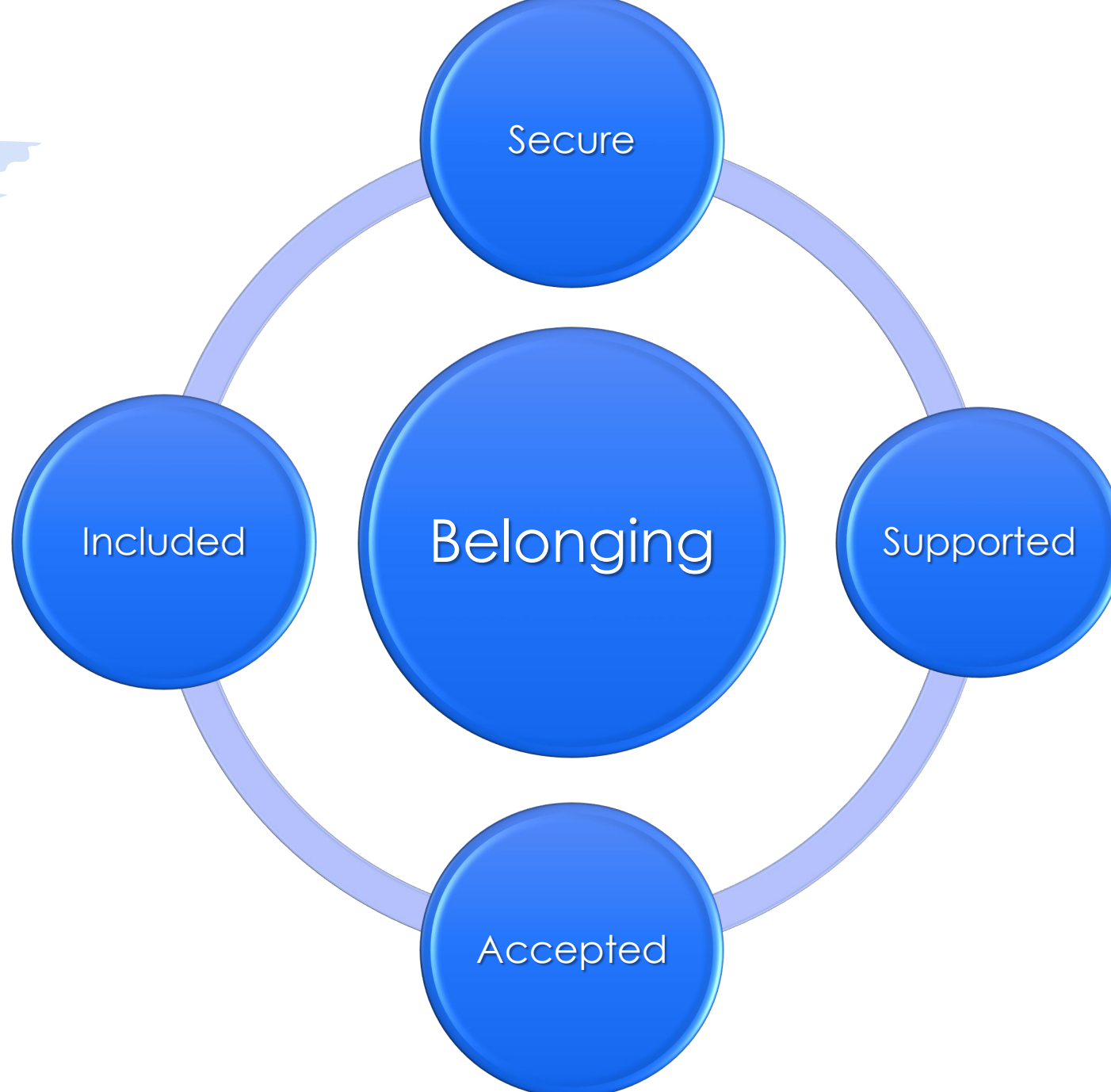
Culture

Neurodivergence

Religion

DEI & B





Consider:

Power Dynamics between:

- Manager and direct report
- White person and person of color
- Man and woman or gender non-conforming

Psychological Safety

“...a climate where people feel safe enough to take interpersonal risks by speaking up and sharing concerns, questions, or ideas.”

Edmondson, A. C. (2018). The fearless organization

Can Indicate a Lack of Psychological Safety



If an individual makes a mistake, s/he is penalized for the mistake



It is difficult to ask other members of the group/department for assistance



People on the team are often rejected because of their differences



It is not safe to take a professional risk on the team



Unique skills and perspectives are not valued or utilized within the group/department

Lack of Psychological Safety....

- Decline in...
 - Productivity
 - Innovation
 - Performance
- Impact on the individual
 - Lack of discretionary effort
 - Increased absenteeism
 - Increased attrition

Companies with High Psychological Safety

27%

reduction in turnover

76%

more engagement

50%

more productivity

74%

less stress

29%

more life satisfaction

57%

workers more likely to collaborate

26%

greater skills preparedness since workers learn at a faster rate when they feel psychologically safe

67%

higher probability that workers will apply a newly learned skill on the job

Sources: Gartner Research, [The Missing Element in Nearly Every Learning Strategy](#); Gallup, [State of the American Workforce Report](#); Zak, Paul J., "[The Neuroscience of Trust](#)," Harvard Business Review, January 2017

MicroAggressions

...daily environmental, verbal, or behavioral occurrences that denigrate individuals for belonging to certain stigmatized social-identity groups.

...pose significant challenges for reporting or addressing experiences that are subtle in nature.

... it is uncommon for organizations to have policies concerning the acceptable and ethical treatment of individuals from stigmatized identity groups or procedures that guide targets of mistreatment toward healing and reconciliation after microaggressions occur.

Fattoracci, E. S. M., & King, D. D. (2023). The Need for Understanding and Addressing Microaggressions in the Workplace. *Perspectives on Psychological Science*, 18(4), 738–742.

Effective MicroAggression Training

... could help employees from dominant groups understand appropriate and adaptive responses to targets who confront them about subtle discrimination.

... targeted employees may face victim blaming, gaslighting, and 'splainning when confronting workplace microaggressions, even from those in power (e.g., supervisors and those to whom microaggressions are reported).

Fattoracci, E. S. M., & King, D. D. (2023). The Need for Understanding and Addressing Microaggressions in the Workplace. *Perspectives on Psychological Science*, 18(4), 738–742.

MicroAffirmations

- Mirror language
- Acknowledge holidays/celebrations based on identity
- Invite the quiet
- Other ways???

Critical Conversation: Leadership Training

Focus

- Primarily white, cisgender, able-bodied, middle- or upper-middle-class employee
- Compliance

Impacts

- Promotions
- Pay equity
- Structural inequality
- Employee engagement

Resolve:

Execute Capacity-Building DEI & B Training Programs

How Could You Incorporate DEI & B into your work environment?

Organizational Language

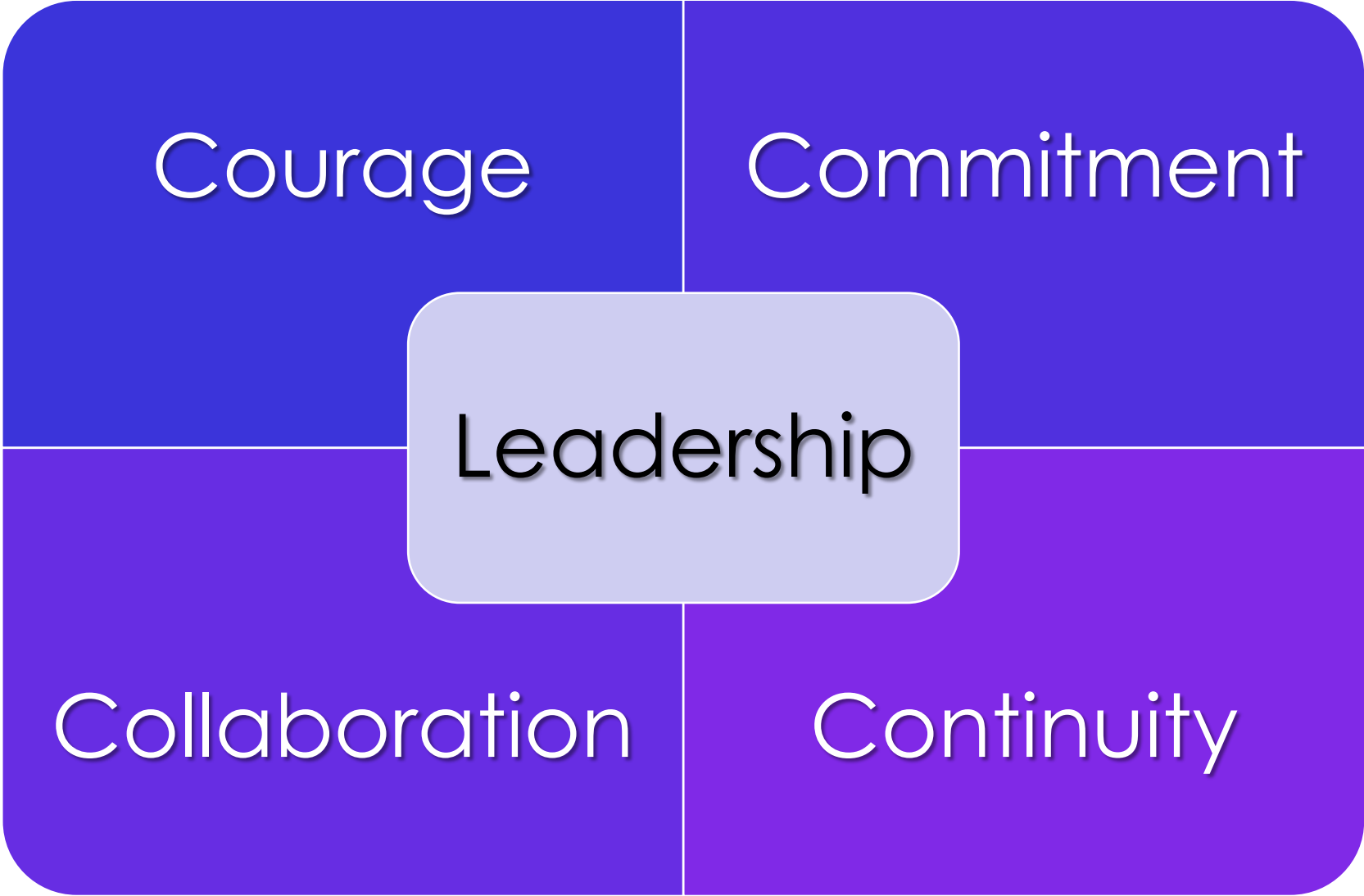
- Position Descriptions
- Job Interviews
- Websites

Staff Meetings

- Allyship
- Interrupt Interrupting
- Recognition

Note: None of these violate the recent Supreme Court's ruling on Affirmative Action

Critical to DEI & B



Action Planning: Building Capacity for DEI & B

- DEI & B
- Psychological Safety
- Leadership Training
- MicroAggressions
- MicroAffirmations
- Organizational Language
- Staff Meetings





Thank you

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