Building Capacity for DEI & B

DR. DANA GILLON
## Purpose...

<table>
<thead>
<tr>
<th>Discuss</th>
<th>Address</th>
<th>Evaluate</th>
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<tbody>
<tr>
<td>Discuss core principles surrounding Diversity, Equity and Inclusion as well as Belonging.</td>
<td>Address the impact of Bias and Microaggressions to help better manage these impacts.</td>
<td>Evaluate DEI&amp;B efforts in relation to organizational impact.</td>
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Inclusion
The thoughts, ideas and perspectives of all individuals matter

Diversity
Representation of multiple identities

Belonging

Equity
The fair treatment of all that helps ensure full participation and opportunities

Dr. Dana Gillon | APPA
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

<table>
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<tr>
<th>Percentage</th>
<th>Impact</th>
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<tbody>
<tr>
<td>27%</td>
<td>Reduction in turnover</td>
</tr>
<tr>
<td>76%</td>
<td>More engagement</td>
</tr>
<tr>
<td>50%</td>
<td>More productivity</td>
</tr>
<tr>
<td>74%</td>
<td>Less stress</td>
</tr>
<tr>
<td>29%</td>
<td>More life satisfaction</td>
</tr>
<tr>
<td>57%</td>
<td>Workers more likely to collaborate</td>
</tr>
<tr>
<td>26%</td>
<td>Greater skills preparedness since workers learn at a faster rate when they feel psychologically safe</td>
</tr>
<tr>
<td>67%</td>
<td>Higher probability that workers will apply a newly learned skill on the job</td>
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MicroAggressions

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

...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.

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

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 'spлaining when confronting workplace microaggressions, even from those in power (e.g., supervisors and those to whom microaggressions are reported).

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

- Leadership
- Courage
- Commitment
- Collaboration
- Continuity
Action Planning: Building Capacity for DEI & B

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

https://www.linkedin.com/in/dr-dana-l-gillon/