WORKBOOK
ACTIVITY I

What does it mean for me to do my job well? Take a minute to jot down the most important approaches and/or actions that you take to execute your responsibilities well.

Share your reflections with your partner and jot down the most important approaches and/or actions that they take to execute their responsibilities well.

Share your top two responses with your table group.

What are the top two most frequent responses from the table?
ACTIVITY II

Consider two conversations about inclusion in which you have engaged in your workplace or professional society, one you considered productive and one you considered unproductive or alienating.

1)  

2)  

What was your role in these discussions? Leader? Active participant? Passive participant?

1)  

2)  

What made the first conversation productive? What was accomplished?

What made the second conversation unproductive or alienating? What had you hoped might happen that failed to happen?

Share your reflections with your partner.
ACTIVITY III

Who in your organization already has some passion/expertise for DEI concerns?

How can they help leaders become more proficient in these topics?

How can you give them professional “credit” for their activities in this area?
ACTIVITY IV

How can you get DEI issues on the regular agenda for group/department/division meetings, general colloquia?

What might be on the agenda?

- Meeting norms
- Colloquia re DEIBA issues; call for speakers
- Creating surveys and focus groups of school/department/research group members on the impact of the current school/department/research group culture.
- Discussion of results of our surveys/focus groups disaggregated by undergraduates, graduate students, post-docs, staff, early career faculty, and later career faculty disaggregated by race/ethnicity, gender, LGBTQ status, disability status, etc.
- Action items resulting from the climate data analysis.
- Creation of resources for identity-based groups

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ACTIVITY V

Consider the suggested meeting agreements. Which do you think would be most effective in your context? Share your reflections with your partner.

Consider the suggested meeting agreements. Which do you think would be most difficult to implement. Why?

What other meeting agreements do you think would foster more inclusive conversations?
ACTIVITY VI

What are the two most interesting/provocative/valuable ideas or techniques that you encountered today? How might they change your practice going forward? Share your reflections with your partner.

IDEA 1

IDEA 2
ACTIVITY VII

Choose one or two readily attainable goals stemming from the ideas in the workshop.

Goal 1

Goal 2

What is the VERY NEXT STEP I need to take to bring these goals to fruition?

Goal 1

Goal 2