



SUSTAINING DEI EFFORTS

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AGENDA

Setting the Stage

Challenges

Opportunities

Summary

CONNECTIONS

In Chat:

Name, Location, Role in TUAA,
Overall DEI Hope(s)

Meet the Collaborators

8-Part Series

Diversity, Equity, Inclusion, Justice and
Belonging

INTRODUCTION

What comes to mind – now?

CHALLENGES

Break into groups

- What are current challenges?
- What are anticipated challenges?

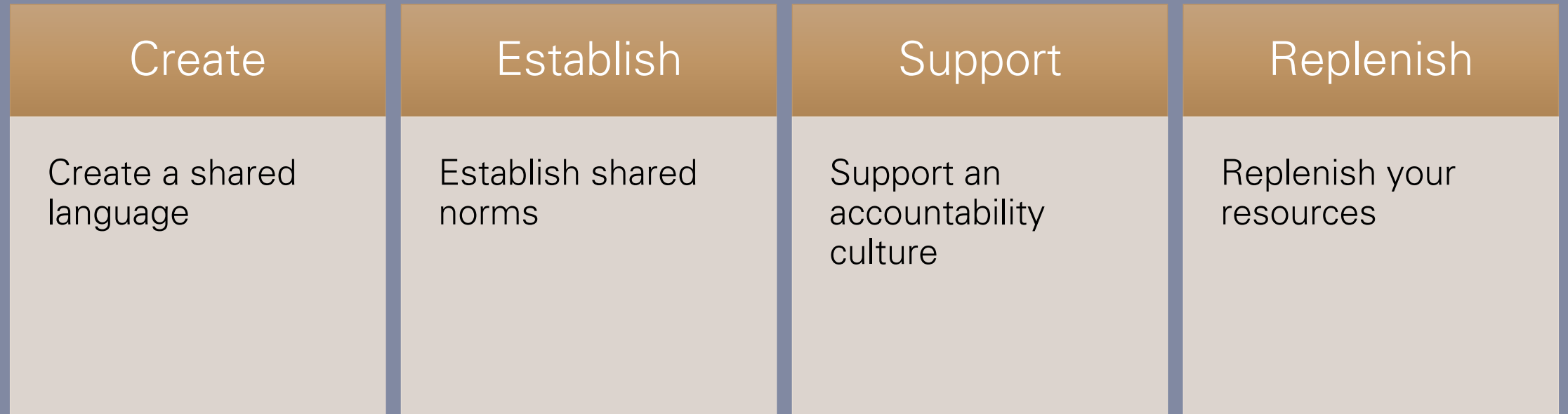
pollev.com/qtrain

SUSTAINING ACTIONS

Review Document

<https://workdrive.zohoexternal.com/external/842757a4919dd503f6054ea507c11b669810c77c80405050ae84b78c6ac88ec9>

SPECIFIC APPROACHES TO SUSTAINING DEI CHANGE



CREATE A SHARED LANGUAGE

- How often will terms and definitions change and expand?
 - Does it matter?
- What are some terms and definitions that individuals are still stuck on?
 - Are our explanations clear?
 - Do our biases emerge in our verbals and non-verbals?
 - LA City Council Example (Cognitive Dissonance and Bias)
- What are the barriers to embracing certain terms?
 - What is the basis of the resistance
 - Do we need more individual coaching?
 - What are the artifacts we use to help terms register?

GOAL-SETTING

Access the document

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CREATE SHARED NORMS

- What have we identified as the way in which we support each other?
 - Calling out and calling in -- When do we do it? How?
- What have we identified as the way in which we own accountability and impact?
 - General apology?
 - Denial of bias?
 - Defend the intention?

GOAL-SETTING

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SUPPORT AN ACCOUNTABILITY CULTURE

- Reinforce compassion
- Assume best intent
- Address swiftly (leadership)

GOAL-SETTING

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REPLENISH RESOURCES

- Share the investment
 - Same people cannot do it long-haul
 - Rotate leadership and membership
- Expand the resources
 - Invite more minds to the table
 - Seek additional investment to support the changes
- Compensate
 - Find ways to compensate (acknowledgements, gifts, etc)
- Under-communication can derail

GOAL-SETTING

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SELF-MANAGEMENT OF CHALLENGES

Expect

Expect Flare-Ups

Expect

Expect Mistakes (Engagement and Management)

Re-
establish

Re-establish and re-focus on brave spaces

GOAL-SETTING

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SUMMARY

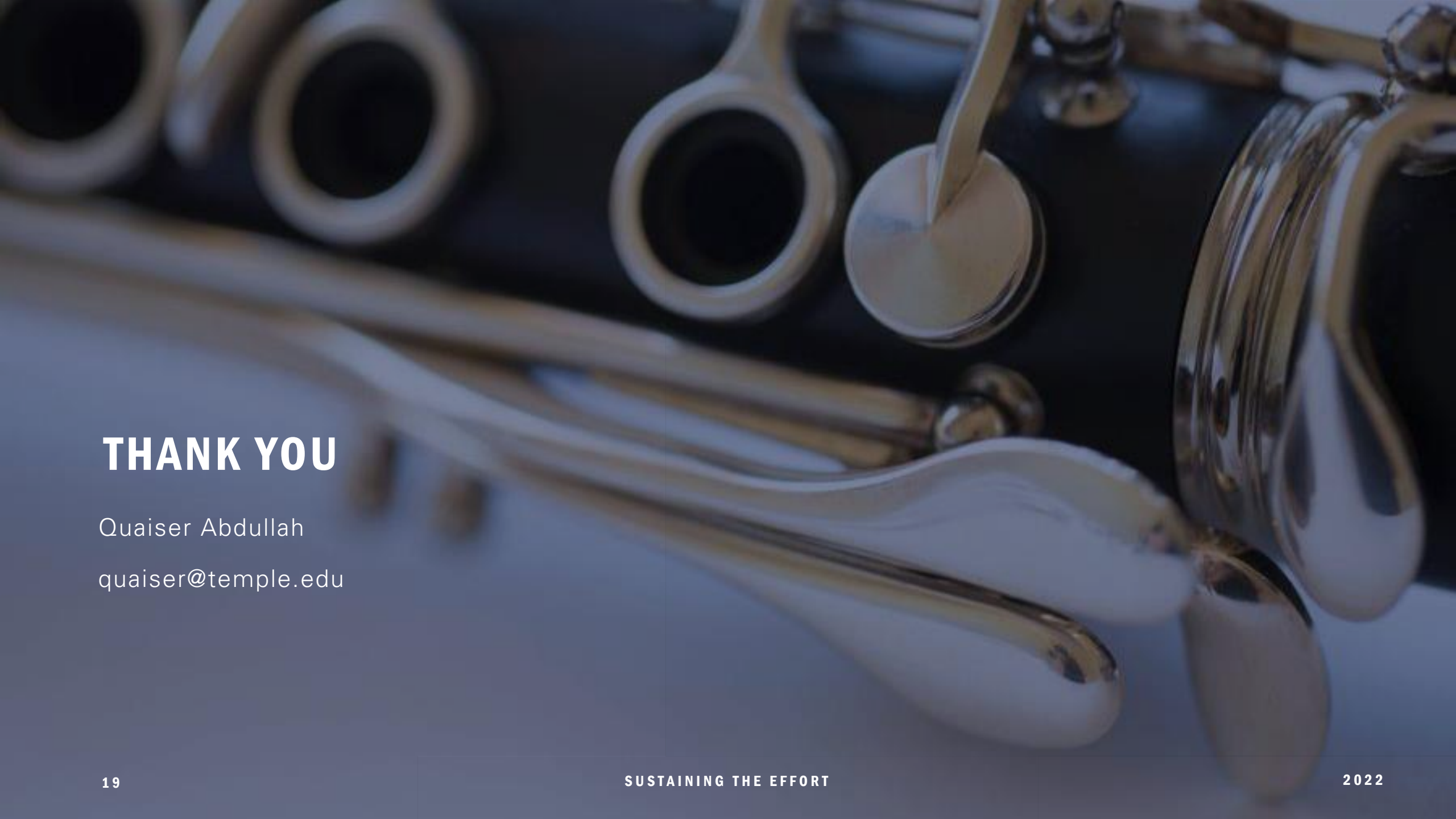
It is dynamic

It is continuous

It requires intentionality

Is it safe for individual risk-taking?





THANK YOU

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