
Supporting Basic & Cultural Needs of Diverse Teams

As we navigate a time of uncertainty and look to support our professional staff members it is important to ensure that we are making culturally relevant decisions and that we keep concerns of basic needs, emotional & mental health, and general well-being integrated in our decision making.

Three Critical Questions for Decision Making:

1. What social inequities are present and amplified by the current context?
2. How will this decision impact the most vulnerable groups on your staff?
3. What unintended consequences may emerge?

Respond to Employee Vulnerability & Needs:

1. Provide clarity on goals in new context and redefine productivity.
2. Check in with your staff on well being and how they are managing.
3. Allow flexibility with virtual engagement (i.e. optional camera and call-in).
4. Seek to understand technology and workspace limitations.
5. Create new norms that consider demands of family & childcare.