About Me
Flow for Session

- Reflective Prompt
- The “Why”
- Reactive Measures
- Proactive Steps
- Final Thoughts
Our Focus
Our Focus

• Explore steps that can better foster inclusion and minimize manifestations of oppression (i.e. sexism, racism, homophobia, xenophobia, etc.)

• Critically reflect on our own beliefs and *spheres of influence*
Reflection
Reflective Prompt:

What comes to mind when you think of what is needed for a safe environment?
Understand “The Why”
The “Why”... Addressing Climate Issues

Despite our best efforts, concerns of exclusion and discrimination can still manifest within our communities.

There is an impact on community members:

- **Cognitive**... “Did I make a mistake?”... Did that just happen?”
- **Emotional**... Anger... Frustration... Shock/Disbelief... Other
- **Behavioral**... Distancing from others... Changing jobs... Taking Action
The “Why”... Addressing Climate Issues

Problem behaviors can escalate when not addressed (i.e. hate crimes, threats to physical safety, other)

There is a cost for “not doing this work”:

• Shared apathy; and normalization of problem behaviors
• Loss of faith in organizational response
• Reinforcement of exclusionary practices and cultures of incivility
• Loss of trust among members of historically marginalized identities
Reactive Measures
Reactive Measures

- **Know the existing policies, systems, and supports:**
  - Policies (i.e. Discrimination, Harassment, Sexual Harassment/Sexual Violence, etc.)
  - Reporting resources (e.g. key offices, online reporting form; anonymous reporting, etc)
  - Confidential resources (e.g. Omsbud, Chaplain, etc.)

- **Be familiar with the “problem behaviors”, and address them. For example:**
  - Demeaning or derogatory jokes and comments
  - Intimidating and harassing behaviors
  - Common points of retaliation (e.g. supervisory relationships, recommendation letters, etc.)

- **Work to establish trust with existing systems. Includes steps such as:**
  - Maintain accountability when incidents occur
  - Apply policies fairly, consistently, and timely
Strategies for Response & Repair

“In The Moment”

Address the harm caused

Use appropriate approach:
- State observations
- Inquire about intentions
- State the impact
- Share your experience
- Make an ask

Post Incident Check-In

1:1 Check-Ins following incident, as needed

Group debrief, as appropriate (e.g. with lab staff)

Know The Resources

Share existing resources with others

Make direct connections:
- Human Resources
- Diversity Office
- Individual Responsible for Response

Make a report, if needed
Proactive Steps
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• **Understand diversity broadly and the ways in which bias and oppression (i.e. the isms) manifest:**
  • Four levels of oppression: *Cultural; Institutional; Interpersonal; and Internalized*
  • Learn about issues and solutions at each level
  • Understand how this shapes the lived experiences of others

• **Learn from your community, and capture feedback on needs, issues, and concerns:**
  • Use formal and informal approaches
  • Address what is learned
  • Identify what can be anticipated or mitigated

• **Role model new choices and new behaviors (i.e. relative to problem behaviors)**
Proactive Steps

Implement activities that enhance culture and climate:
1. Community building efforts
2. Learning & development activities
3. Share resources where needed
4. Create spaces for dialogue (including empathy building)
5. Be an accessible and available resource for others

Reflective Prompt on Experiences with:
• Exclusion, Discrimination and Feeling Unsafe
• Inclusion, Belonging, & Safety
Final Thoughts
Final Thoughts

1. **Invest** time to understand issues and opportunities
2. **Implement** practices and policies that address needs and concerns
3. **Leverage** systems for feedback and ongoing improvement
4. **Recreate** positive emotions of inclusion, belonging, and safety for others
References


