

Ways to Enhance an Environment of Diversity and Community in Your Department

- Strive to create an active listening environment to respond to feedback on ways to improve. There's an opportunity to make a choice and get defensive, or hear and take action. Often if we respond and make the environment better for that person, it typically makes it better for everybody.
- Continue to set high expectations and follow up that all employees are committed to DEIJ initiatives, self-improvement and environment.
- Continue conversations on how whiteness shows up in our policies and processes.
- Striving to ensure that staff identities at minimum reflect the campus demographics.
- Conversations around race, culture, identity, minoritized populations should begin before day one of working in the LSC.
- Welcome, affirm, engage from the Principles of Community. Include this in the onboarding process for every single staff member.
- Orientation for students is not a one-time thing: begin before attending, and integrate into the life of the campus community.
- Asking the staff member what needs to happen for you to feel welcome, open, and engaged.
- For students, it starts initially, but the topic completely changes as they come into school.
- Discuss continuously so students can have that community feeling within the department and teams within the department.
- COVID has lessened those chats and interaction with supervisors.
- Ask how inclusion plays a part in your position, smaller conversations lead to greater deeds, specifically on the student level.
- Understand that students aren't just working here to pay their bills but to learn and to further themselves for the greater good.
- Acquisition is a huge investment. We spend a lot of time and resources for acquisition and the time between with onboarding and that leads to retention. Need to expand the competitive pools of applicants. Interviews should include DEIJ questions.
- Training well, having a succession plan, checking in on procedures implemented, ask about the inclusive environment and how it relates directly to retention.
- Asking students: "Do you think we are diverse in this area?" Students are learning along the way. A student manager model with all of them – putting more tools in individual toolboxes.
- Asking self: how are we getting along? How is the team feeling?
- In interviews, asking about how someone feels about diversity, asking about different situations.

- Taking more of a proactive role: ask people how they are doing, do they feel like they're getting recognized for their contribution, what is their comfort level.
- Provide more examples of inclusion without being obvious, be more subtle.
- Possibly include students for the department meetings.
- Employee surveys- do you offer help to your co-workers on a regular basis? Do you receive help from your co-workers? And disconnection of those who feel they're offering help and those who feel they're given help. What does help look like? How can I best offer help instead of "I'm here if you need me."
Understanding co-workers, employees and how it should be offered.
- Appreciate that we are all still learning, and intentional about building community.
- Asking that people feel open, how can they feel supported.
- Being more intentional as to how we want to be and creating an environment for how we want to be.
- Be more aware of preferences being given to some, and be more proactive to be observant of them.
- Making sure there's those opportunities for people to connect, for them to have time as a group instead of feeling like their own individual island. Keeping people connected and feeling welcome as a group.