



TCDEIR Community Norms

Consistently
gives grace for
learning

Embraces hard
conversations

Actively
listens and
advocates for
people

Be
respectfully
fearless



Agenda April 17, 2025



9:00

Welcome
(Philomena Morrissey
Satre)



9:10

Overview
of BI Worldwide
(Nikhil Enugula)



9:25

Overview of
Tabletop
Discussions
(Monica Ibarra)



9:30 – 9:40

Evolving DEI
Language



9:40 – 9:50

Avoiding Burnout



9:50 – 10:00

Learning and
Development



10:00 – 10:20

Large Group Discussion:
Actionable Advocacy
(Chris Taylor)



10:20

Meeting
Highlights and Close
(Kevin Lindsey)

Tabletop Question #1: Evolving DEI Language

- Through the lens of belonging, how would you recommend organizations move ahead to maintain forward movement in difficult times?
- How would you envision rebranding DEI within the current culture to maintain relevancy?

Tabletop Question #2: Avoiding Burnout

- How do you think DEI burnout differs from other types of workplace burnout?
- How do we set boundaries in DEI work while still pushing for systemic change?
- How do we balance urgency and long-term change without burning out?

Tabletop Question #3: ERGs & Employee Engagement

- How can ERGs navigate the tension between providing safe spaces and pushing for systemic change?
- What does a sustainable ERG model look like in today's workplace climate?
- What role do ERGs play in fostering inclusion and belonging, especially during times of DEI resistance or fatigue?

Tabletop Question #4: Learning & Development

- What micro-behaviors and day-to-day practices help foster a culture of inclusion and respect?
- How can organizations ensure leadership remains committed to inclusion, even without DEI-specific policies or training?

Large Group: Actionable Advocacy

- How can organizations track DEI progress when mandatory training and formal reporting structures are being cut?
- How can employees push for leadership accountability in DEI without formal DEI programs or executive mandates?
- How can we differentiate between performative DEI actions, such as public statements or one-time events, and genuine, lasting commitment to equity and inclusion?



Thank You TCDEIR Executive Steering Team!

- **Adel El Huni** IACTO
 - **Anne Doepner** Minnesota Vikings
 - **David Walstrom** Apogee Enterprises
 - **Drinal Foster** Wells Fargo
 - **Jenna Berneck** TCDEIR Treasurer
 - **Joy Marsh** UCare
 - **Kevin Lindsey** *Humanities Center
 - **Monica Ibarra** Mayo Clinic
 - **Patricia Izek** University of MN
 - **Philomena Morrissey Satre*** Land O Lakes
 - **Todd Williams** University of MN/TBW Consulting
 - **Nikhil Enugula** BI Worldwide
 - **Jessica Heiser** Imprint Legal Group
 - **Kelly C. Weiley** Coact Consulting
 - **Chris Taylor** M Health Fairview
-
- *Co-Chairs
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