**TCDIR June DEI Best Practices Discussions – Small Group Breakouts**

**Topics and Solutions Shared in Chat**

from Victoria Ford to everyone: 9:41 AM

**Thanks to my group (Asha, Hedy, and Lisa) for a great conversation!**

from Victoria Ford to everyone: 9:43 AM

**Topic: Doing DEI work virtually/hybrid**

from Thomas Brooks to everyone: 9:44 AM

**Topic: Creating a culture of belonging**

from Deqa Sayid to everyone: 9:44 AM

**Topic: DEI Best Practices**

from Steve Humerickhouse to everyone: 9:46 AM

**The challenge of vaccinated/unvaccinated, in office/remote work and inclusion and equity. Our DEI role will need to be attuned to these new issues**

from Victoria Ford to everyone: 9:46 AM

**Topic: Doing DEI work virtually/hybrid. Key learnings: 1) The importance of strong facilitation, including in small breakout groups to help get conversations started. Also a great idea to pair internal facilitators who are less skilled at virtual facilitation with more highly skilled virtual facilitators. 2) To support folks who are less comfortable engaging virtually, invest time in knitting relationships at the beginning of a virtual experience. Slow down, create lots of different ways to engage (large group, small groups, chats, videos, polls, etc.)**

from Victoria Ford to everyone: 9:48 AM

**Second topic: How to honor the experiences of different generations who have different approaches/comfort with DEI work. Talked about the importance of understanding the mental models that each person brings to the table and cultivating a culture of curiosity as a way to get into conversations.**

from Betsy Hearn to everyone: 9:49 AM

**we have had some of this conflict in our Denver office - the assumptions and damage to relationships based on polarized viewpoints.**

from Nique Evans to everyone: 9:50 AM

**Topic: Accountability - Evidence measure how we're moving the needle**

**Showing our organizations that we are meeting goals:**

* **Surveys- Employee Engagement and Climate surveys. Aggregate. (ie- authentic self, taking time off to caretake, diverse needs of individuals).**
* **Using data to increase promotability, retention. Are certain segments impacted?**
* **Diversity stats- have they moved?**
* **ERGs are not working if data is the same.**
* **1-1s- are our leaders having effective session**

**Solution ideas:**

**1. Team Accountability- bottom up approach vs. waiting for executive team.**

**2. bringing in others (non leaders) into the conversation and table.**

**3. Share external feedback with exec team**

from Tiyo Symalla to everyone: 9:50 AM

**(Colette, Yolanda, Jessi, Rebecca & Tiyo)**

**• Create a shared vision and buy-in from our C-Suite leadership team to lead the DEI work to move the needle**

**• Building authentic relationships and partnerships**

**• Building Trust and creating a safe space for all employees**

**o If not fair for one it’s not fair for anyone**

**• Creating culture of owning decisions and accountability**

from Thomas Brooks to everyone: 9:50 AM

**Topic: Creating a Culture of Belonging**

**1. Equity Plan/ vocal and visible top leadership**

**2. Inclusion contacts/moments/kicking off meetings with**

**3. Revisiting the plan and goals often/reaffirming the commitment**

from Deqa Sayid to everyone: 9:52 AM

**DEI Best Practice: 1. Training as part of a bigger plan (Strategic Planning) 2. Communicating your commitment internally and externally 3. Measurement that looks from diversity to inclusion**

from Bailey Mueller to everyone: 9:53 AM

**Topic: How DEI has evolved in the past 18 months.**

**1. Organizations showing commitment to DEI work but not moving as fast as others in the organization would prefer**

**2. Maintain momentum and commitment that existed following George Floyd’s murder in May 2020**

**3. Reminder that DEI is more than race**

from Todd Williams to everyone: 9:57 AM

**Accountability- 1) Understand the Criteria for success; understand the 3Ws: What, Who, When. 2) Ensure that the success criteria are quantifiable, and repeatable, so that org leadership can keep the topic on the front burner. 3) Provide supports for employees from through the candidate phase (Training spouses/partners, pets), Mentorship on the job, and the grooming the future leaders of the organization.**