What is DEI? How can I be a better ally?

EDUCAUSE Live! Webinar

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Today’s Conversation is about...

During this webinar, we will discuss Diversity, Equity and Inclusion (DEI) in higher education.

We will review the concept of better allies including action items and key takeaways attendees can immediately apply in the workplace in support of their and their team’s performance and productivity.

Finally, we will review the highlights of the many DEI conversations at the EDUCAUSE Annual Conference in October and also consider what learnings and strategies from the recent Women Advance IT Leadership conference at the University of Nebraska.
Learning Objectives

- Understand what DEI is and why it is important to Higher Education professionals.
- Understand how to be and apply the 'better allies' approach in the workplace.
- Plan for a sustainable DEI improvement process including action items for change.

WHAT DOES DEI MEAN?
DEI Vision - EDUCAUSE

Diversity: Our professional community reflects a myriad of demographic characteristics, identities, perspectives, and backgrounds.

Equity: ALL members of our professional communities have access to opportunity and advancement because we promote fair treatment and remove barriers that prevent participation by underrepresented groups.

Inclusion: ALL colleagues in our thriving community experience a sense of belonging, high levels of engagement, and shared respect.

2019 Educause Annual Conference

• 35 programs with DEI focused content
An inclusive workplace...

Is that working environment that values the individual and group differences within its work force. It enables a company to embrace the diversity of backgrounds and perspectives of the employees, which in turn increases their talent, innovation, creativity and contributions.
Value, Respect, Creativity, Belonging

Diversity
Equity
Inclusion

Set the tone

- Active listening. Stop interrupting.
- Be visible and committed
- Model the behavior
- Be curious
- Be humble. It’s okay to apologize.
HOW CAN I BE A BETTER ALLY?

Perception

“We don’t see things as they are. We see things as we are.”

Anais Nin
**What Motivates you?**

Do you have a job or a career? Why do you come to work each day?

Understanding your colleagues' motivation can help build an inclusive workplace by being an ally for each other.

<table>
<thead>
<tr>
<th>Recognition</th>
<th>Meaningful work</th>
<th>Autonomy</th>
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<tbody>
<tr>
<td>Opportunity to participate</td>
<td>Challenge</td>
<td>Pay/Benefits</td>
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<td>Having a good boss</td>
<td>Positive environment</td>
<td>Being informed</td>
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University of Nebraska hosts 5th annual **WOMEN ADVANCE IT**
Why? How?

Feedback from attendees
WHY IS INCLUSIVE LANGUAGE IMPORTANT? WHY DO I SEE PRONOUNS ON NAMETAGS?

Private conversation with staff member

9:17 AM

good morning Mr. Jensen. Regarding the custom slackbot responses that you've created. Is there a possibility that you could disable those? While I completely understand why they exist, it has a tendency to add additional noise to signal when team members are trying to communicate with each other.

Can we consider disabling that?

Todd Jensen 9:21 AM

Thanks for your suggestion. I'm curious, can you help me understand why you think it's important to consider our language when you are the only person that sees the slackbot response.

9:23 AM

Specifically the response to 'guys' or certain variants of it.

and

In the ISO channel:

And again, I understand that we're making an attempt to be more equitable and diverse and I'm all for that. However, in this type of situation I don't think that we need slackbot butting in during conversations like this. It's become a bit of a nuisance to us on our team.

I think the solution to this might just be to make it more of a policy to try to use 'team' or 'friends' or something more gender neutral.

Todd Jensen 9:32 AM

I too find the "guys" reference to be a difficult one to be accustomed to change. Especially in times of urgency, I find myself and others slipping into old pathways. Cognizance is a primary awareness opportunity and potential for long term organizational progress. To date, we've had some great feedback from others on the slackbot responses.
Staff stumbled upon Inclusive Language Slackbot

All right, guys, whose crazy idea was it to introduce language policing to slackbot? 😑

Slackbot: 11:14 AM

Using the word crazy is considered by some to be insensitive to sufferers of mental illness, maybe you mean outrageous or amazing?...[Please consider editing your message so it's more inclusive]

3 replies

Bitnog: 11:14 AM

[::-cool::]

1 reply

11:14 AM

You're all joking about this "crazy" thread, right?

Slackbot: 12:00 PM

Using the word crazy is considered by some to be insensitive to sufferers of mental illness, maybe you mean outrageous or amazing?...[Please consider editing your message so it's more inclusive]

Staff stumbled upon Slackbot (Cont'd)

Hey @bm, how's it going?

Slackbot: 10:00 PM

Instead of guys, perhaps you mean everyone?...[Please consider editing your message so it's more inclusive]

1 reply

10:00 PM

Sorry, my bad.

Slackbot: 10:00 PM

Instead of guys, perhaps you mean everyone?...[Please consider editing your message so it's more inclusive]

1 reply

10:00 PM

By the way, the new doc is due today.

Slackbot: 10:00 PM

Instead of guys, perhaps you mean everyone?...[Please consider editing your message so it's more inclusive]

1 reply

10:00 PM

[Image of a person with a cool emoji and a note about a new doc due today]
Language matters

- Gendered Language – “Hey guys…”
- Off-hand comments - “That’s crazy” or “Man-up”
- Titles and recognition – Dr. Jones, female lawyer vs she’s a lawyer
- Assumptions – “Are you in HR?”

“Hello, I’m Marcia and my pronouns are She, Her, Hers”
Questions - Comments
Thank you for being part of the conversation!

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