Building an Inclusive Workplace

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Today’s conversation is about...

- What is a team? Perceptions and bias
- Building an inclusive workplace
- Motivation
- Next steps
Learning Objectives

- Understand what an inclusive team is and the value in building diverse and inclusive workplace.
- Realize and understand that each person has biases.
- Plan for a sustainable improvement process including action items for change.

Perception

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

Anais Nin
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.

Discussion Check Point

• POLL Q1: Do you feel your workplace is inclusive?

• Answer: Yes, No, Unsure

• Discussion – please use chat!
"Diversity is being invited to the party; inclusion is being asked to dance."  Verna Myers
What Motivates You?

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<thead>
<tr>
<th>Recognition</th>
<th>Meaningful Work</th>
<th>Autonomy</th>
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<tr>
<td>Opportunity to</td>
<td>Challenge</td>
<td>Pay/Benefits</td>
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<td>participate</td>
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<td>Having a good boss</td>
<td>Positive environment</td>
<td>Being informed</td>
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Discussion Check Point

- POLL Q2: Select three motivations that resonate with you.
- Answers: Recognition, Meaningful work, Autonomy, Opportunity to participate, Challenge, Pay/Benefits, Having a good boss, Positive environment, Being informed
- Discussion – please use chat!
Questions - Comments

Thank you for being part of the conversation!
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