Building an Inclusive Workplace

EDUCAUSE Workshop
February 4, 2020

Marcia Dority Baker

Assistant Director, Academic Technologies
University of Nebraska,
Office of Information Technology Services
EDUCAUSE WIT Community Group Co-chair
Todd Jensen

Manager, IT Service Management (ITSM)
University of Nebraska,
Office of Information Technology Services
EDUCAUSE IT Service Management (ITSM)
Community Group Chair

Today’s conversation is about...

- Introductions and recap
- Successful teams
- How to...roles, shared responsibilities, expectations
- Data tells a (success) story
- Next steps and DEI in the workplace
- Conclusion
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.
**Discussion Check Point**

- POLLING Q1: Which Lego mini-figurine do you relate to?
- Answer: Open text response
- Discussion – please use chat!

Roles: Facilitator, Devil’s advocate, Work-horse, Note-taker, and Innovator (Top Right to Bottom Left)
Follow the Instructions

Pieces and Parts

What makes a group of people a team?

- What are the key elements of a team?
- How many people make a team?
**Discussion Check Point**

- POLLING Q2: What works in your organization?
- Answer: Open text response
- Discussion – please use chat!

**Moving from Group to Team**

- Common purpose, mission and goal
- Shared commitment
- Ground rules, constructive norms
- Respect for individuals and ideas
- Effective group process and practices
- Good communications - interpersonal & organizational
What I remember most about LEGO\textregistered s

- Building things according to the instructions
- Building whatever the hell I wanted
- Searching for that one goddamn piece in my giant box of LEGO\textregistered s
- Screaming in agony after stepping on a LEGO\textregistered  brick while barefoot

The Oatmeal  http://theoatmeal.com

Diversity and Inclusion in the Workplace
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.

Questions - Comments
Thank you for being part of the conversation!
CONTACT INFO

Marcia Dority Baker, mdoritybaker@nebraska.edu

Todd Jensen, todd.jensen@nebraska.edu