

# Avoiding The Back Burner

**Keeping DEI & Belonging a Priority**

# Why is DEI important right now?

- Different groups are affected by the crisis differently
- Time for reflection (particularly as it relates to the Black community and systemic racism)
- Preparation for work post-reintegration
- Find out what companies really value
- Urgency has increased, but importance remains the same

# What is happening that DEI can and should be looped into?

- Changes in process
- Expectations of work in remote environment
- Employee Engagement / Team Morale
- Performance
- Education
- Essential Workers

# What can I do internally for DEI today that is low to no cost?

The 3 A's

- Auscultate

- Acknowledge

- Audit

# How can you better support marginalized groups during this crisis?

- Inclusive comms
- People-first leadership
- Flexibility
- Performance expectations
- Address disparate health outcomes

# How do you manage unconscious bias and racism during this time?

- Prerequisite not required for response
- Candid conversations
- Allyship
- Who have you not heard from?
- Who are you centering?

# How do you improve working conditions (virtual or otherwise ) for disabled persons / marginalized groups?

- Make policies and expectations inclusive for all
- Ask employees what they need to be the most productive
- Provide employees with resources (EAP, Teledoc, Remote Tips, Etc.)

# Can you increase allyship and understanding during this time?

- Employee resource groups
- Lunch & learns
- Centering exercises



# What processes should you audit? What's working / what's not?

- Hiring process
- Onboarding process
- Performance reviews
- Layoff conversations

**Q&A**

# Connect with me



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