Practice Self-Reflection

*As department members it may be difficult to separate organizational criticism
from personal feelings*

*If you feel targeted, emotional, or guilty, you are personalizing the process (me),
rather than receiving the information as an organizational member (role)*

*It is also important, however, that you do not distance yourself from criticism, so that you can
be accountable for your actions that contributed to the issues to be resolved*

This is a step forward in a long process of learning, growing, and building

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Setting our Intentions

- This is a welcoming space
- There is room for everyone
- Listen, Reflect, Share
- Your voice is valued. Your presence is appreciated
- Honesty is brave & will push you forward. We celebrate honesty
- Do not share each other's ideas, contributions, or narratives outside
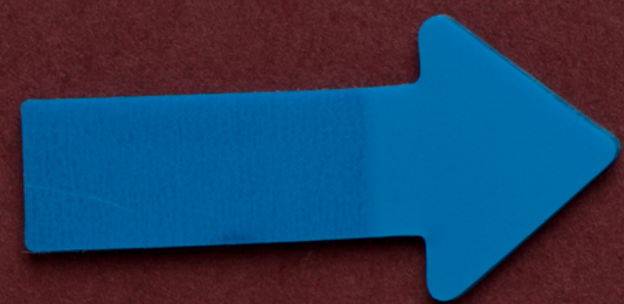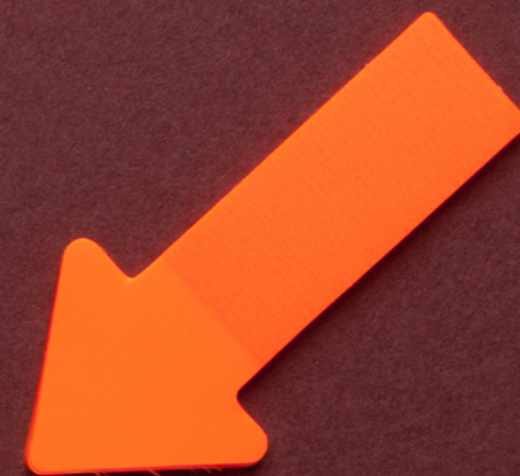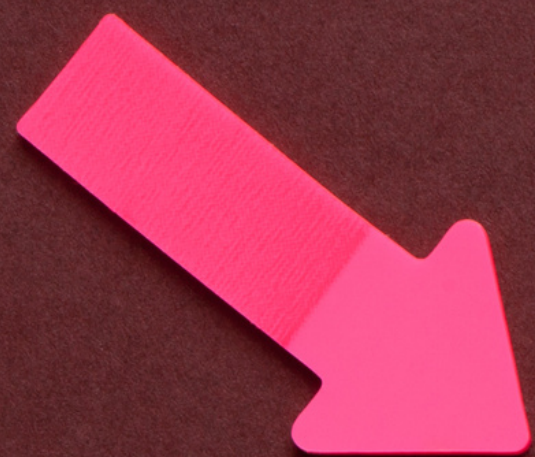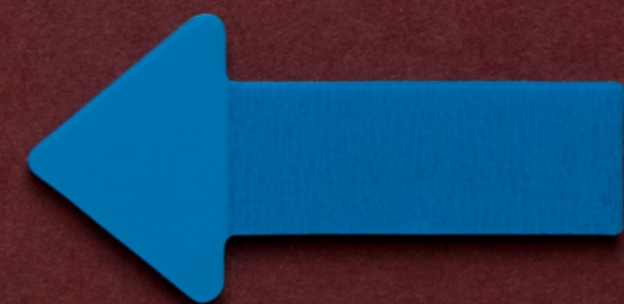
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Today's Plan

Examine what makes equity work effective and sustainable

Identify equity best practices and common strategies

Identify key priorities for TDCD moving forward and a plan for achieving them

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EXPECTATIONS

From Equity Ideas to Equity Work

Equity concepts & principles (identification of problems)

Equity Accountability (Strategizing towards solutions)

Equity practices & equity work (Supporting equity solutions)

- There is a desire to **unify the efforts** of diversity, equity, and inclusion work throughout TDCD.
- This will come about through **thoughtful collaboration between TCDC faculty, staff, and students**

As you move to integrate equity work throughout TDCD, a deeper understanding and analysis of TDCD's organizational culture will be helpful

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Where TDCD started → *Where TDCD is now* → *Where TDCD can be*

Navigating Barriers: A Self-Reflection Exercise

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Personal

Accountability: How am I a part of the problem? What can I do better? What is my responsibility? How can I help? What help do I need ? **I will communicate and honor my boundaries.**

I commit to getting the help I need.

Interpersonal

Community: Social and informal activities reduce stress and tension. Replace virtual with face to face interaction/communication.Have empathy. **Practice trust building.**

I commit to empathic communication.

Practice

Support systems: How can I support others? Who is my benevolent role model? Who needs to give me space? How do I prioritize my goals? **Identify & build my network of support.**

I commit to honoring my priorities.

Policy

Strategy: Update and review strategic plans, funding sources, curriculum, workload, etc with an equity lens. Document challenges and progress. **Build accountability.**

I commit to inclusive excellence.

What makes up Organizational Culture?

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Organization-as-Actor

Arrangements & activities that structure daily work

→

Hierarchy and power; how decisions get made

→

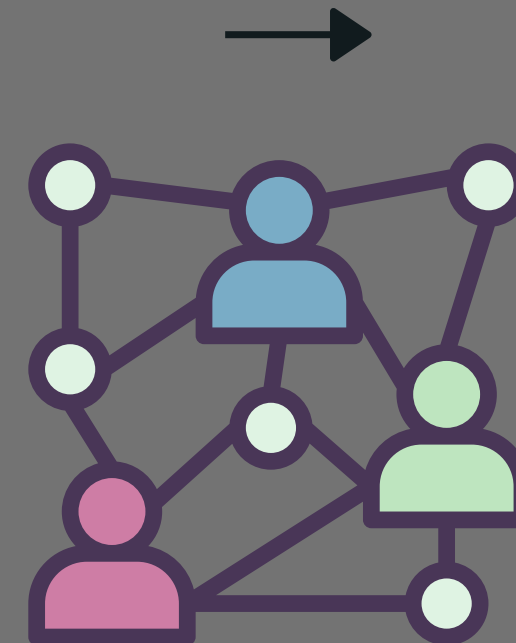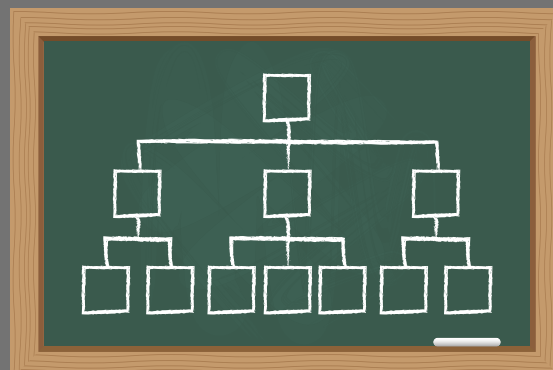**Distribution of resources and use of resources**

→

Values, guiding principles, and organizational identity

→

Communication content and processes; messsaging

→

Organizational culture

Examining Organizational Culture with an Equity Lens: Some Key Questions

1

How are key work activities (internal and external) structured & organized? How does this structure impact work experiences differently for people across TCDC?

2

Who gets to make decisions about work processes? Who is over-represented in decision-making? Who is under-represented? How does power flow throughout TCDC?
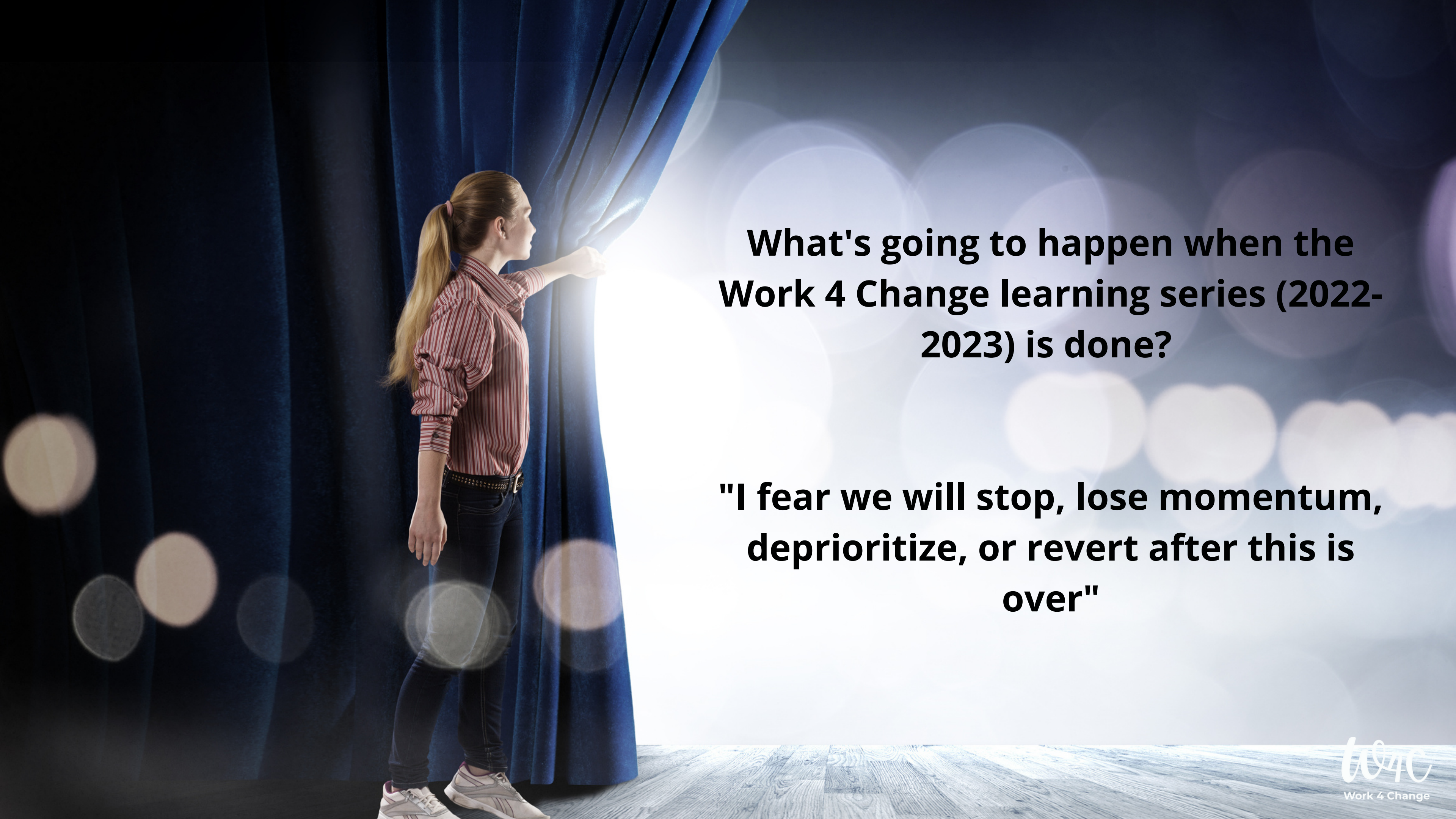
3

How are resources created and allocated? Are grants/funding and work projects aligned with TCDC commitment to equity?

4

What are TCDC core values? How are these values reflected in organizational culture? How does TCDC see itself in terms of organizational identity?

5

What are communication channels/ pathways like? What key ideas get communicated? Who gets to communicate key ideas? Who doesn't?

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What's going to happen when the Work 4 Change learning series (2022-2023) is done?

"I fear we will stop, lose momentum, deprioritize, or revert after this is over"

Equity initiatives fizzle out because...

They lack support or have **artificial support** by leadership; DEI is usually led by middle management

Most **implicit biases** go unnoticed and unchecked; lack of equity lens

Lack of financial support to keep programming and education going; DEI treated as secondary rather than primary activity

Trust and **transparency** are not shared across entire department; assumption that DEI efforts won't change much, if anything

Accountability is not practiced; renders DEI inconsequential

Equity initiatives WON'T fizzle out at TCDC because...

They lack support or have artificial support by leadership; DEI is usually led by middle management
You are closest to "middle management". Accept this truth and push for authenticity from leadership and self.

Most implicit biases go unnoticed and unchecked; lack of equity lens
Build accountability checks with faculty and peers. Build trust and support each other in growth.

Lack of financial support to keep programming and education going; DEI treated as secondary rather than primary activity Center equity in programming rather than fund equity programs. But also fund equity programs :)

Trust and transparency are not shared across entire department; assumption that DEI efforts won't change much, if anything Be the change you want to see in the world (or get out the way). People's experiences must match equity messenging.

Accountability is not practiced; renders DEI inconsequential Accountability pairs with authenticity. People must feel empowered as change agents.

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Best Practices for Equity

- Equity work isn't linear; be accepting of that

- You don't have to know everything ahead of time; stay reflective

- Focus on 1-2 priorities; don't get bogged down with too many initiatives/projects

- Equity work isn't designed to be fun; but you can enjoy learning, growing, and challenging yourself

- Set short and long-term benchmarks for achieving your priorities; 3-month, 6-month, and 12-month.

QUALITY + POTENTIAL + KNOWLEDGE + SKILLS + COMPETENCE +

BEST PRACTICE

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Knowing what makes equity efforts effective and sustainable, consider the following questions:

What are 1-2 top priorities TCDC should address concerning graduate student equity moving forward?

Why is this a priority? How do you think it fits into the big picture? How does this fit into a conversation about racial justice or alleviating race-based disparities?