

Implementing DEI Efforts

Nick Franco, Ph.D.
they/them

1. Where to begin?
 2. Reviewing real life examples
 3. Lessons learned
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Setting the Scene

- Dr. D and Gabriella's conversation and the Street Calculus cartoon
 - What stood out to you?
 - Do you think people have mental checklists? (Street Calculus)
 - Would you have done anything differently? (Dr. D/Gabriella)

Setting the Scene

- We all have bias – it's an element of the human condition
- Biases impact how we view and interact with the world around us
- Organizational cultures are reflective of group/societal biases
 - This can have real consequences for organizations!

Example: Increasing Employee Diversity

- Reviewing the job description, position responsibilities, and stated qualifications
- Search committees
- Interview process



We get stuck in old thought and behavior patterns that may have been effective when we were twelve months or twelve years old, but now only serve to hold us back. And, while those around us may have no problem correcting our minor flaws, they let the big ones slide, because it would mean attacking who we are.

— *Neil Strauss* —

Questions?

Thank you!

Next session: *Real Life Examples*

Nick Franco (*they/them*)

Eastern Washington University

nicholas.r.franco@gmail.com

Find me on LinkedIn!

