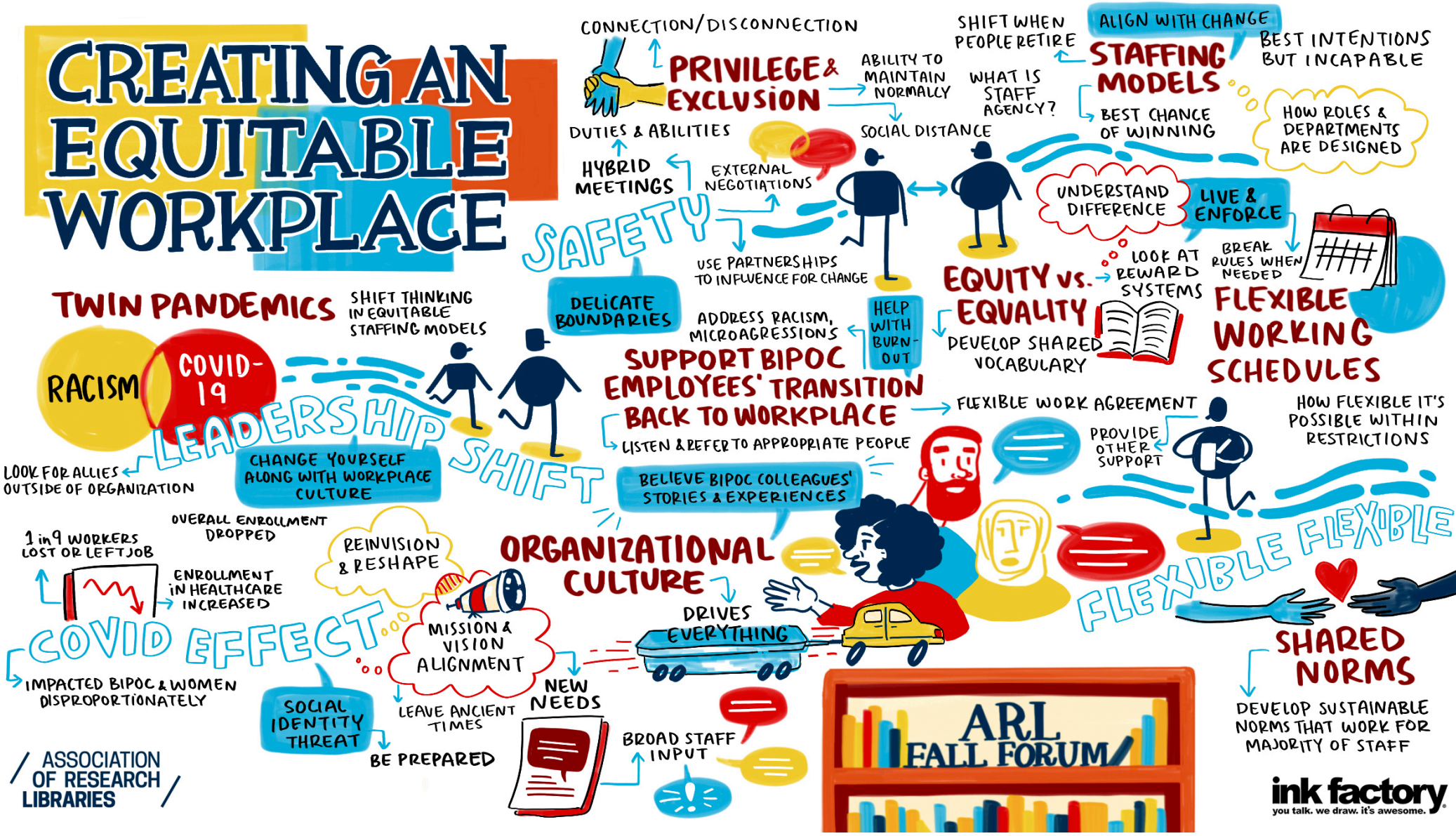
CREATING AN EQUITABLE WORKPLACE
CONNECTION/DISCONNECTION
PRIVILEGE & EXCLUSION
ABILITY TO MAINTAIN NORMALCY
SOCIAL DISTANCE
DUTIES & ABILITIES
HYBRID MEETINGS
EXTERNAL NEGOTIATIONS
SAFETY
USE PARTNERSHIPS TO INFLUENCE FOR CHANGE
DELICATE BOUNDARIES
SHIFT WHEN PEOPLE RETIRE
ALIGN WITH CHANGE
BEST INTENTIONS BUT INCAPABLE
STAFFING MODELS
WHAT IS STAFF AGENCY?
BEST CHANCE OF WINNING
HOW ROLES & DEPARTMENTS ARE DESIGNED
UNDERSTAND DIFFERENCE
LIVE & ENFORCE
BREAK RULES WHEN NEEDED
FLEXIBLE WORKING SCHEDULES
EQUITY vs. EQUALITY
LOOK AT REWARD SYSTEMS
DEVELOP SHARED VOCABULARY
TWIN PANDEMICS
RACISM
COVID-19
SHIFT THINKING IN EQUITABLE STAFFING MODELS
LEADERSHIP SHIFT
CHANGE YOURSELF ALONG WITH WORKPLACE CULTURE
LOOK FOR ALLIES OUTSIDE OF ORGANIZATION
ADDRESS RACISM, MICROAGGRESSIONS
HELP WITH BURN-OUT
SUPPORT BIPOC EMPLOYEES' TRANSITION BACK TO WORKPLACE
LISTEN & REFER TO APPROPRIATE PEOPLE
BELIEVE BIPOC COLLEAGUES' STORIES & EXPERIENCES
FLEXIBLE WORK AGREEMENT
PROVIDE OTHER SUPPORT
HOW FLEXIBLE IT'S POSSIBLE WITHIN RESTRICTIONS
FLEXIBLE FLEXIBLE
ORGANIZATIONAL CULTURE
DRIVES EVERYTHING
1 in 9 WORKERS LOST OR LEFT JOB
OVERALL ENROLLMENT DROPPED
ENROLLMENT IN HEALTHCARE INCREASED
COVID EFFECT
IMPACTED BIPOC & WOMEN DISPROPORTIONATELY
REINVISION & RESHAPE
MISSION & VISION ALIGNMENT
LEAVE ANCIENT TIMES
SOCIAL IDENTITY THREAT
BE PREPARED
NEW NEEDS
BROAD STAFF INPUT
ARL FALL FORUM
SHARED NORMS
DEVELOP SUSTAINABLE NORMS THAT WORK FOR MAJORITY OF STAFF
ASSOCIATION OF RESEARCH LIBRARIES
ink factory
you talk. we draw. it's awesome.