CREATING AN EQUITABLE WORKPLACE

TWIN PANDEMICS

COVID-19

RACISM

LEADERSHIP SHIFT

SHIFT THINKING IN EQUITABLE STAFFING MODELS

CHANGE YOURSELF ALONG WITH WORKPLACE CULTURE

LOOK FOR ALLIES OUTSIDE OF ORGANIZATION

1 in 9 WORKERS LOST OR LEFT JOB

OVERALL ENROLLMENT DROPPED

ENROLLMENT IN HEALTHCARE INCREASED

REINVENTION & RESHAPE

CURRENT BIPOC & WOMEN IMPACTED DISPROPORTIONATELY

MISSION & VISION ALIGNMENT

LEAVE ANCIENT TIMES

NEW NEEDS

BE PREPARED

ASSOCIATION OF RESEARCH LIBRARIES

ARL FALL FORUM

SAFETY

DELICATE BOUNDARIES

HYBRID MEETINGS

EXTERNAL NEGOTIATIONS

USE PARTNERSHIPS TO INFLUENCE FOR CHANGE

HELP WITH BURNOUT

SUPPORT BIPOC EMPLOYEES' TRANSITION BACK TO WORKPLACE

LISTEN & REFLECT TO APPROPRIATE PEOPLE

BELIEVE BIPOC COLLEAGUES' STORIES & EXPERIENCES

ORGANIZATIONAL CULTURE

DRIVES EVERYTHING

MISSION & VISION ALIGNMENT

NEW NEEDS

BROAD STAFF INPUT

SOCIAL IDENTITY THREAT

LEAVE ANCIENT TIMES

BE PREPARED

EQUITY vs EQUALITY

DEVELOP SHARED VOCABULARY

ALIGN WITH CHANGE

STAFFING MODELS

BEST INTENTIONS BUT INCAPABLE

HOW ROLES & DEPARTMENTS ARE DESIGNED

BEST CHANCE OF WINNING

LOOK AT REWARD SYSTEMS

BREAK RULES WHEN NEEDED

FLEXIBLE WORKING SCHEDULES

FLEXIBLE and FLEXIBLE

FLEXIBLE WORK AGREEMENT

PROVIDE OTHER SUPPORT

HOW FLEXIBLE IT'S POSSIBLE WITHIN RESTRICTIONS

SHARE NORMS

DEVELOP SUSTAINABLE NORMS THAT WORK FOR MAJORITY OF STAFF

ALIGN WITH CHANGE

ABILITY TO MAINTAIN NORMALLY

WHAT IS STAFF AGENCY?

SOCIAL DISTANCE

DUTIES & ABILITIES

CONNECTION/ DISCONNECTION

PRIVILEGE & EXCLUSION

SHIFT WHEN PEOPLE RETIRE

BEST INTENTIONS BUT INCAPABLE

YOU TALK. WE DRAW. IT'S AWESOME.