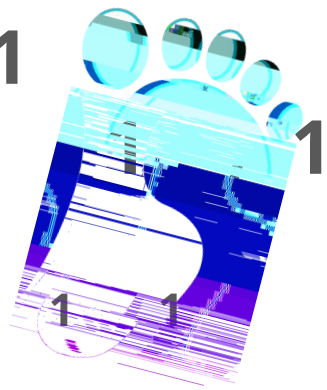




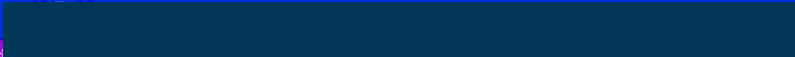
- : : , 0 1 ,  
:  
- - - : A , 1 1 1  
- : - , :A : 1 - , - 1 ; A A





The - : 0 - is to-figure out1 0 0 . ,

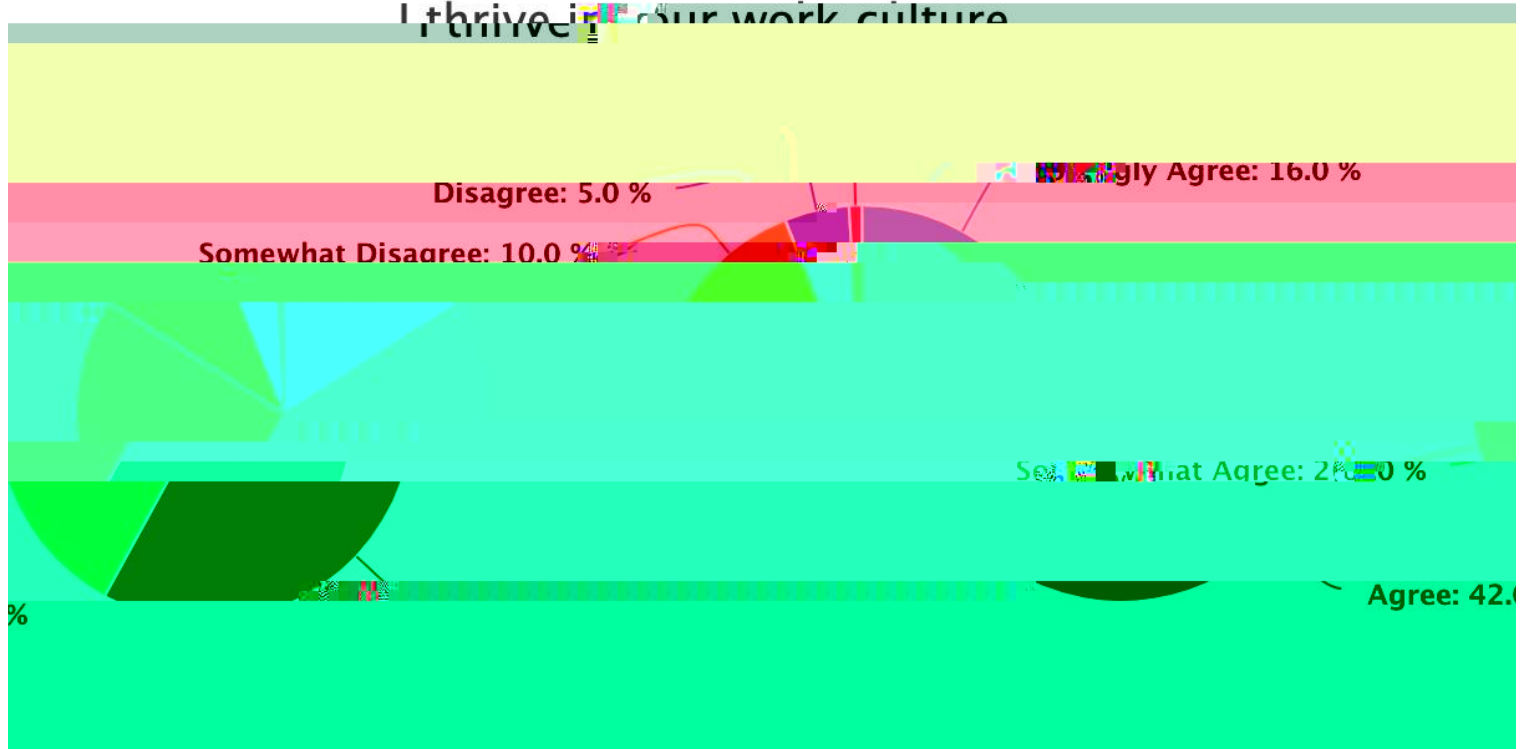
In summer 2020, the leadership team in the Center for Digital Innovation in Learning (CDIL) developed a survey for sta around themes of diversity and inclusion. Sta members were asked, about their experiences with bias and comfort level in



:

A0, 0

I thrive in our work culture



:

A0, 0

CDIL is open to change

Strongly Disagree: 0.0 %

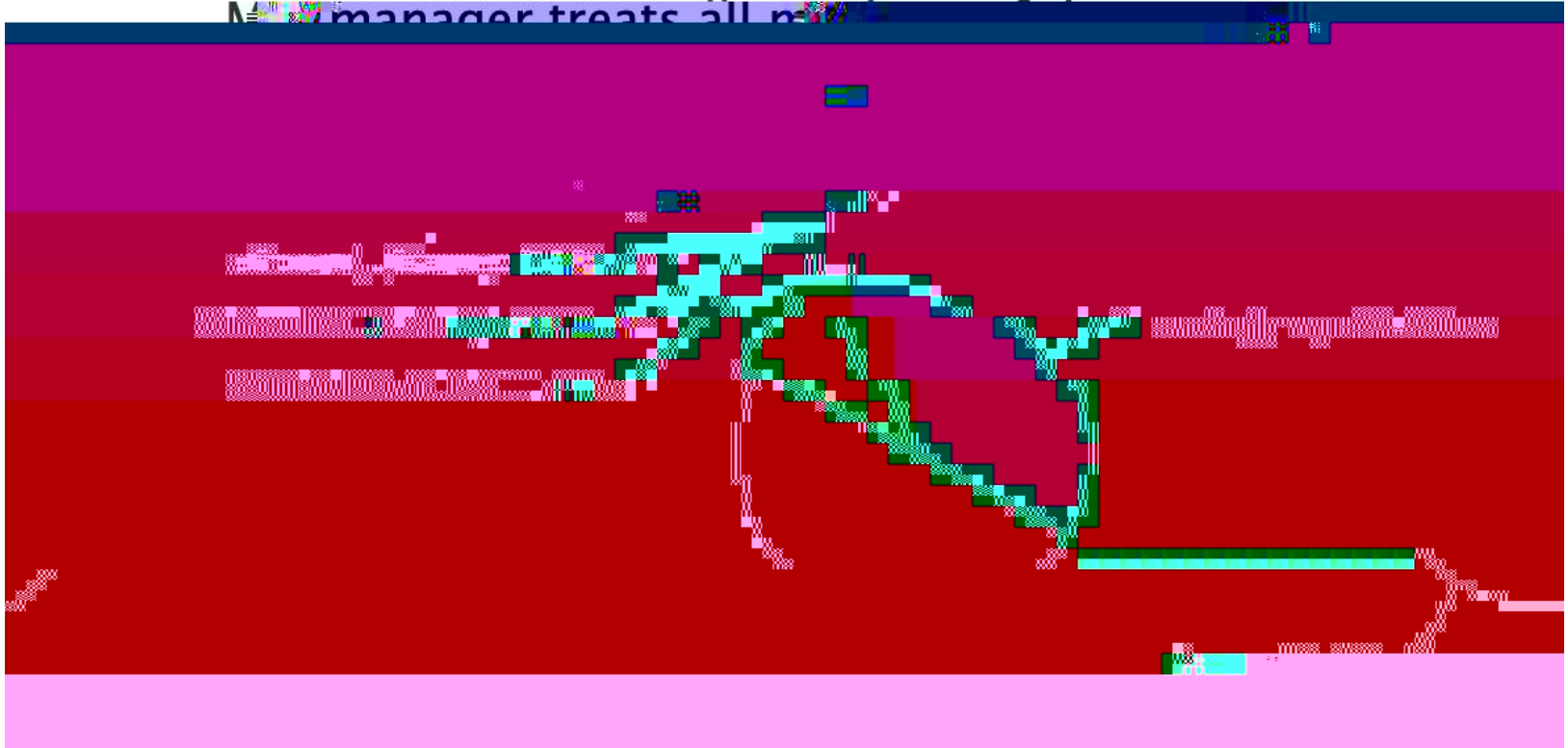
Strongly Agree: 16.7 %

Disad



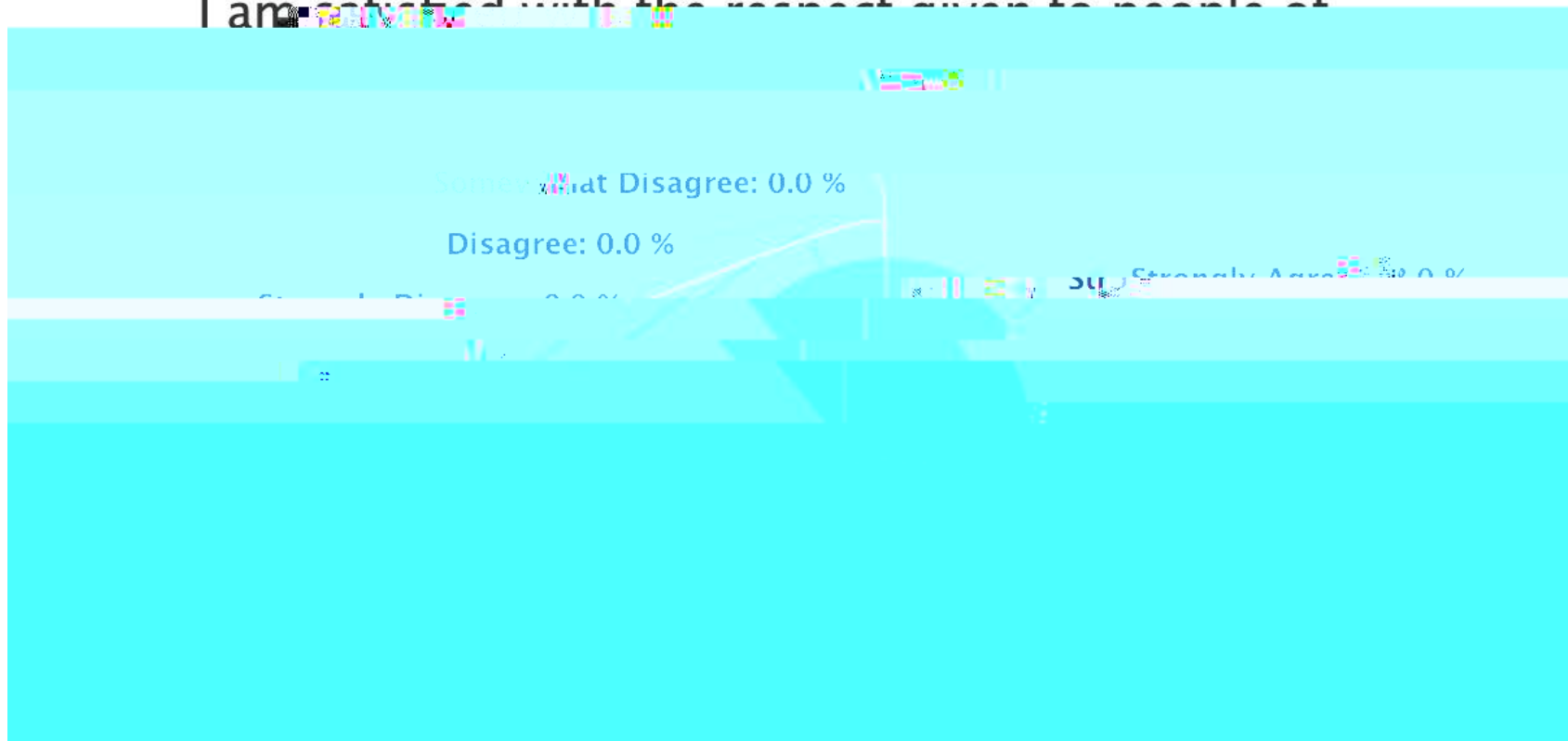
:

A0, 0



: A0, 0

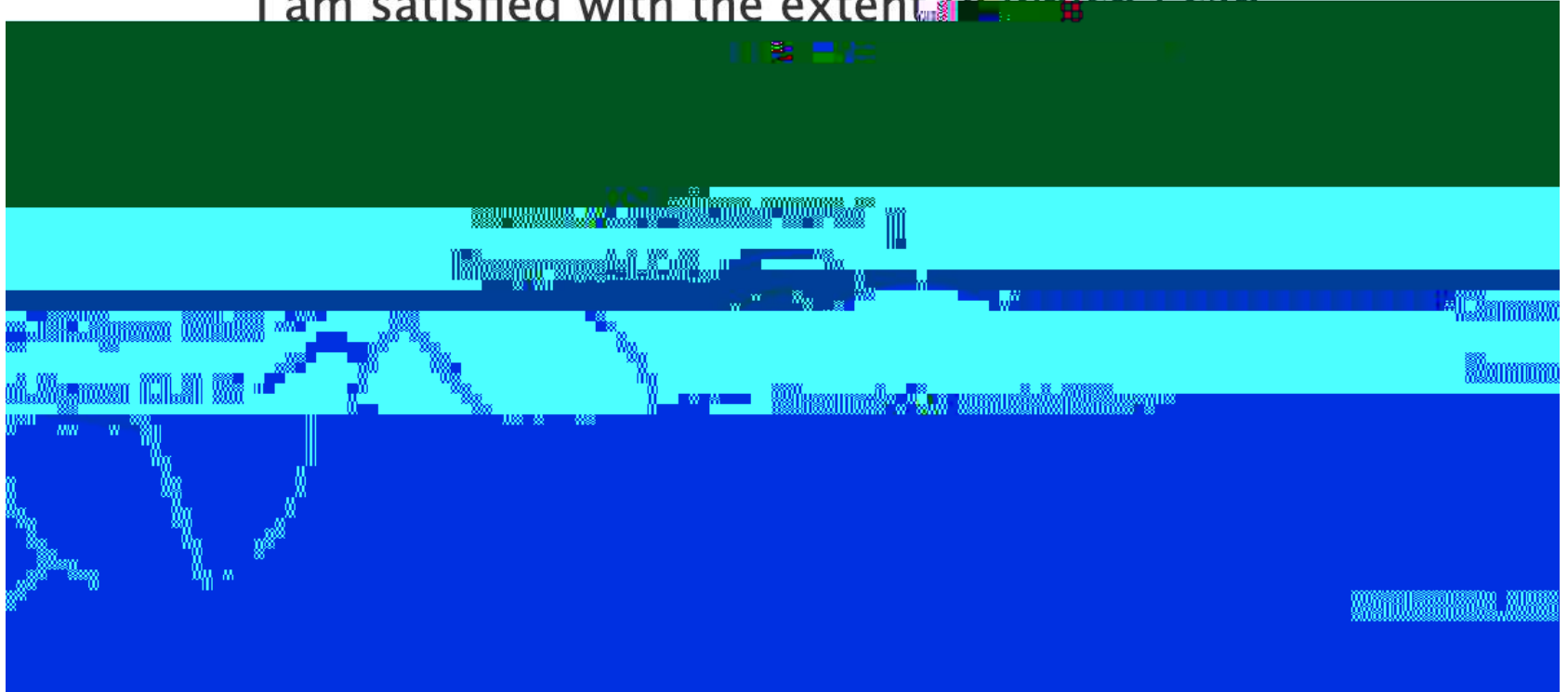
I am satisfied with the respect given to people of



:

A0, 0

I am satisfied with the extent to which I can



: A0, 0

I am satisfied with the extent to which I can





: A0, 0

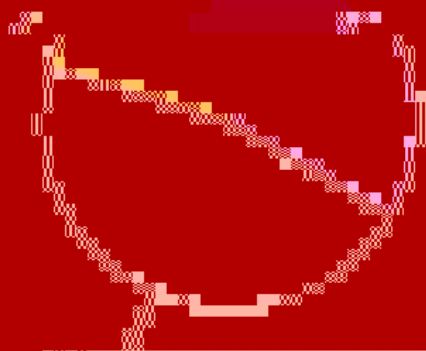
I am satisfied with the extent to

ness my racial/ethnic/cultural identity

somewhat Disagg. 0.0 %

agreed. 0.0 %

Disagree 0.0 %



0.0 % max 100.0 %

: A0, 0

I know how to identify examples of institutional racism

Disagree: 0.0%

Strongly

Agree: 100.0%

Strongly

Disagree: 0.0%

: A0, 0

I know how to identify examples of institutional racism

Disagree: 0.0%

Strongly

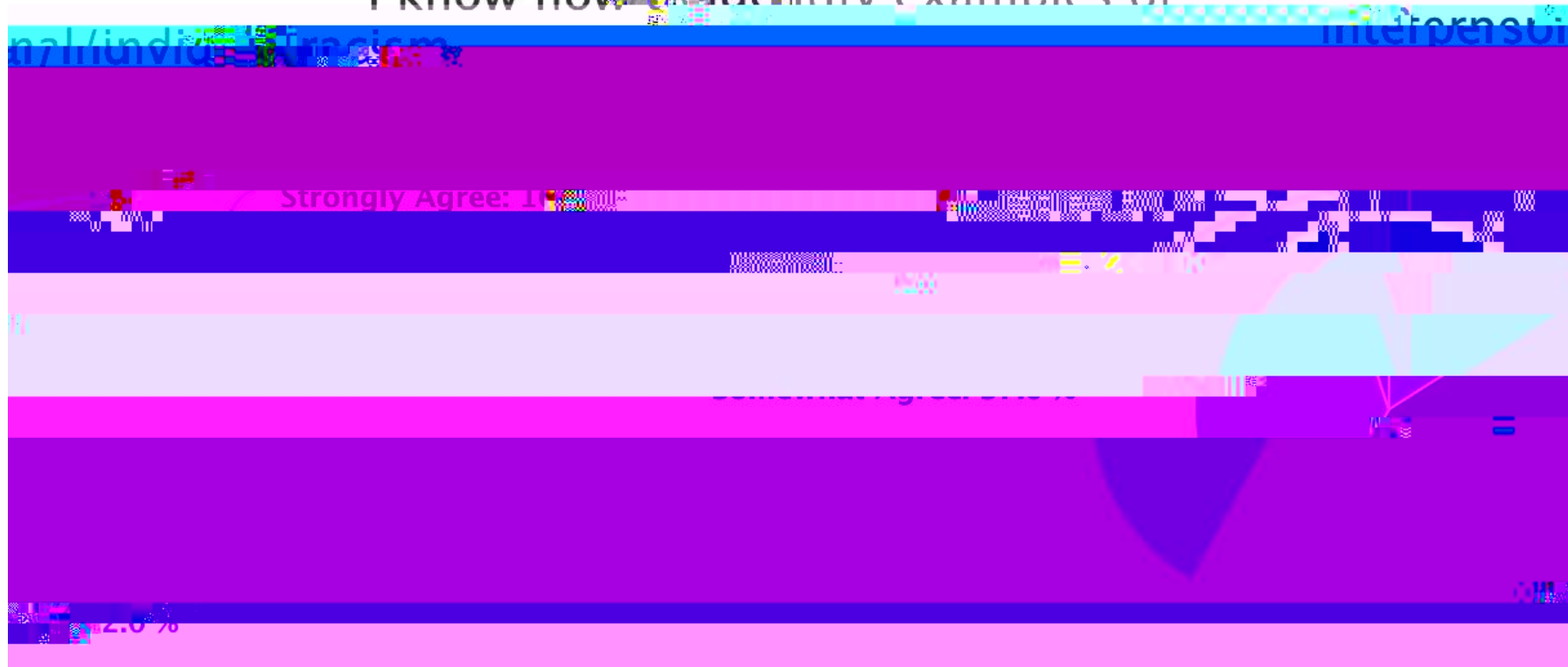
Agree: 100.0%

Strongly

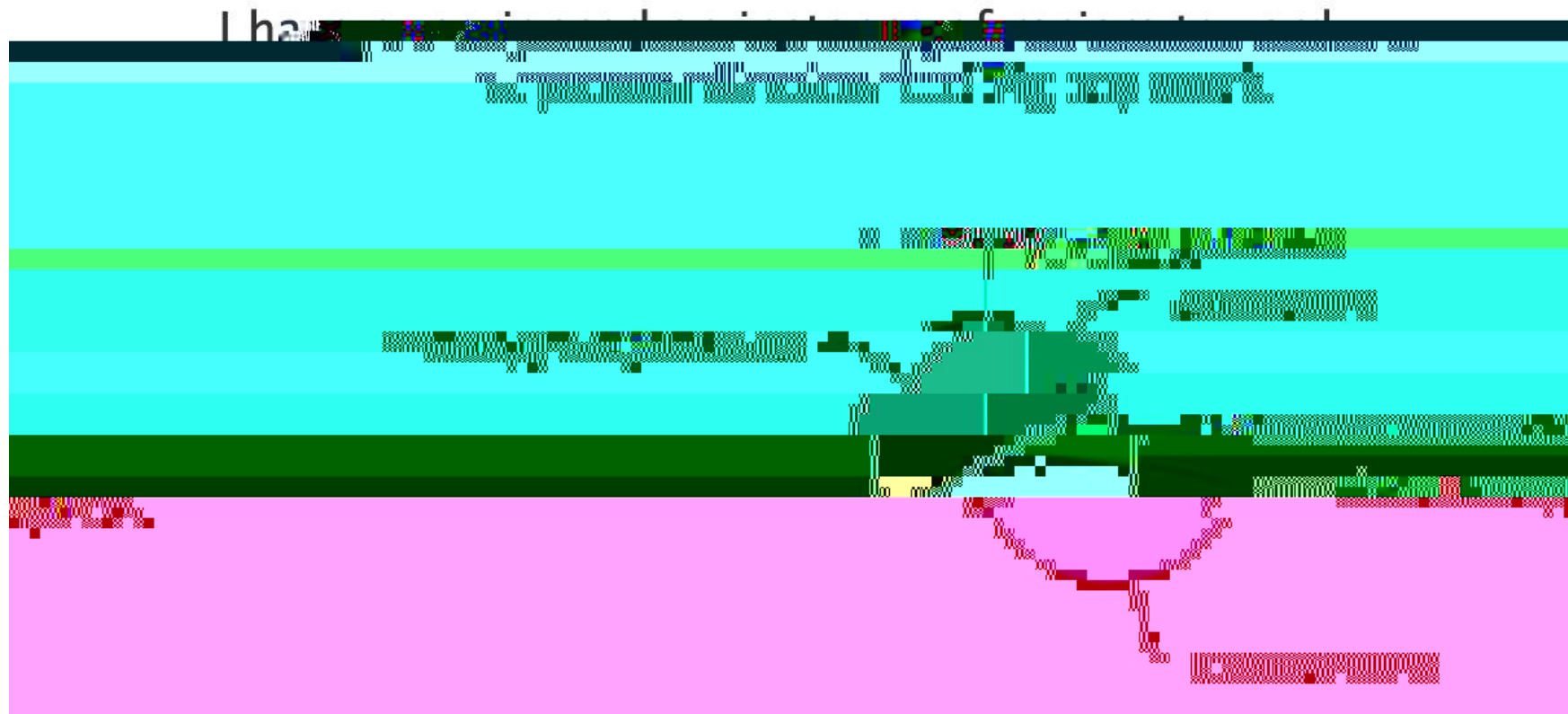
Disagree: 0.0%

: A0, 0

I know how to identify examples of



: A0, 0



: A0, 0

I am not satisfied with the way the government is handling the COVID-19 pandemic

Strongly Disagree: 13.0 %  
Disagree: 20.0 %  
Agree: 20.0 %  
Strongly Agree: 0.0 %

Disagree: 20.0 %



“What concrete steps could CDIL take to address issues of bias or inequity within our organization...”

Create space for open conversation; encourage ongoing professional development in these areas

Diversifying tasks amongst staff members.

Ask people to be mindful, respectful and aware. Allow open discussion in a 'safe space'

Hold more space/silence for all members to talk in staff meetings

Bring in a DEI consultant, supply resources (books, videos, movies), post jobs on culturally-specific websites

Make every effort to hire people of color

- 0



CDIL leadership was disheartened and concerned by the number of respondents, nearly a quarter of our staff, who had experienced or witnessed an act of racism take place during their work.

CDIL leadership also noted that a majority of the staff was not satisfied with the manner in which CDIL leadership were addressing and discussing issues of racism and bias.

Taking into account the wonderful feedback received, CDIL Leadership engaged Damita Davis in the Office of Institutional Diversity to facilitate a semester-long anti-bias training and discussion group for all CDIL staff and contractors.



. :- 0

Learn how implicit bias works and how to identify microaggressions or other bias-motivated incidents

Create a work culture that actively values diversity, equity and inclusion

Developed a shared language around issues of bias, especially for staff who come from different cultures

Develop skills to initiate, lead, and participate in conversations around bias

Learn how to advocate for ourselves and our colleagues, particularly with faculty members

Create/curate a reading list and/or book group

Learn how to incorporate anti-bias actions into our regular work.



0 :

The leadership team in the Center for Digital Innovation for Learning (CDIL) plans to continue our focus on creating a more equitable, inclusive, and diverse work environment where all staff feel a sense of belonging and collegiality. So