

# *Welcome to the CUES Elite Access Course*

## **Creating and Sustaining an Inclusive Work Environment**

*Presented by Parris Carter*



Connect your audio.



This is an interactive session with small group breakouts, so if you are using computer audio, please be sure to have access to a microphone so you can fully engage.



You are currently unmuted. Please mute yourself when you are not speaking to alleviate any background noise.



A copy of the slides and the session recording will be shared via email after the session.



The session will begin at the top of the hour.

## ***Parris Carter***



*With over 20 years of experience in both educational administration and training and development, Parris assists universities, corporations, and other agencies with process and operational efficiency. His time as a higher education professional has also given him the expertise to help individuals and organizations maximize their effectiveness and working relationships.*

*With a specialization in diversity, inclusion, and unconscious bias, he enjoys helping teams create desirable working environments, where productivity can be maximized by removing bias's that negatively impact employees.*

# Creating and Sustaining an Inclusive Work Environment

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Dr. Parris Carter

# About the Presenter...

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With over 20 years of experience in both educational administration and training and development, Parris assists universities, corporations, and other agencies with process and operational efficiency. His time as a higher education professional has also given him the expertise to help individuals and organizations maximize their effectiveness and working relationships. With a specialization in diversity, inclusion, and unconscious bias, he enjoys helping teams create desirable working environments, where productivity can be maximized by removing bias that negatively impact employees.

# Session Description

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Objective: to create awareness and understanding of the impact that diversity and inclusion have in the workplace.

This session will help facilitate the exchange of information around promoting healthy work environments with regard to perspectives, backgrounds, and experiences.

# What you need today

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An open mind

Optimism

Desire to reflect

Ways to take notes

Virtual engagement

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# Engagement Check



# Diversity, Equity, Inclusion...

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- AKA.....respect, fairness, and community
- Diversity is about honoring the ways people are unique
- Inclusion is about welcoming all people and ideas. Conversations like this should always have the outcome of pushing us to reflect on our own lives and values, and what we can do to foster a more inclusive environment in the workplace.



# How do you feel learning about Inclusion?

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- a. Open to it, and happy about the conversation
- b. I live in inclusion everyday, I am not sure what I will learn
- c. My organization is doing a good job of addressing these issues
- d. I am not sure

# Why is this an important topic?

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- a. Inclusive environments have proven better financial performance
- b. More desirable working environments
- c. Talented Generation Z' ers are asking about Diversity strategies, and inclusive environments
- d. Organization reputation
- e. People bring their best selves to work, when they feel included

# What we know...

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- a. This work matters
- b. It has to be a priority, strategy meets practice
- c. It has to be more than top down
- d. It is not easy

# What it takes to make progress:

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- a. Champions
- b. Collective desire to be inclusive
- c. Willingness to be vulnerable
- d. Accepting of mistakes

To support diversity and inclusion, we must understand privilege:



[Video Link](#)

# Asking for a friend.....

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How did you feel?

Did anything trigger you personally?

How does understanding our privilege, help us to be more inclusive?

# Co-worker Lunch Invite

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How did you feel?

Did anything trigger you personally?

How does understanding our privilege, help us to be more inclusive?

# How To Get Serious About Diversity and Inclusion in the Workplace | Janet Stovall

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# Asking for a Friend....

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Do you find her story empowering?

Did anything trigger you personally?

What small thing can you do to further this work?

# Discussion Debrief

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***Think about it***

***Talk about it***

***Act on it***

# Key Takeaways

1 | Participants  
hopefully.....

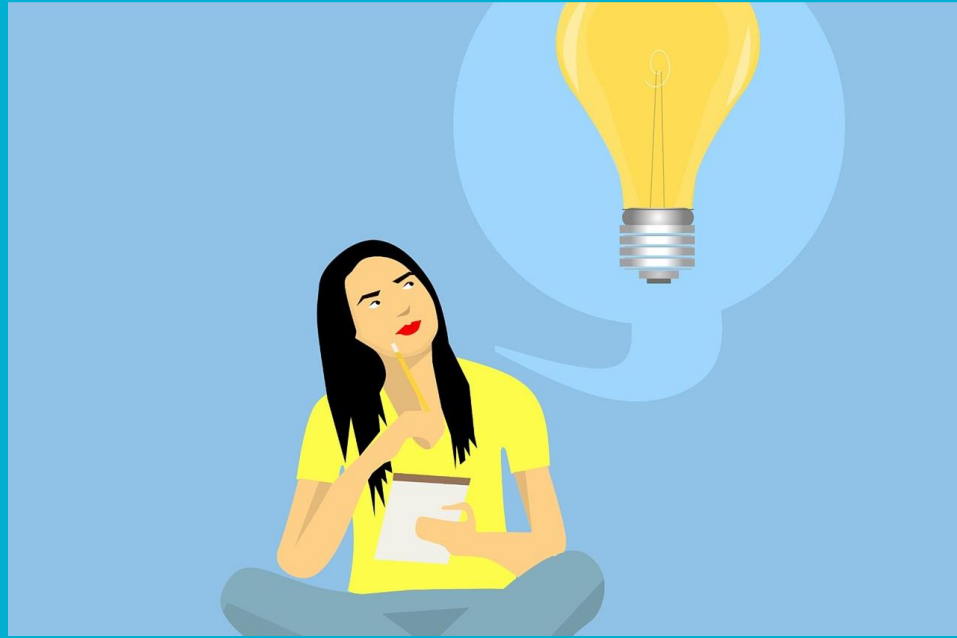
learned effective  
strategies to address  
and respond to issues  
of inclusion

2 | Participants  
hopefully...

can recognize  
when biases  
affect the  
working  
environment

3 | Participants  
hopefully...

learned strategies to  
have safe and  
effective dialogue  
around sensitive  
issues that respect  
and embrace  
differences



# Contact Info

**Twitter:** @parristhedude

**Linkedin:** Parris Carter, Ed.D.

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