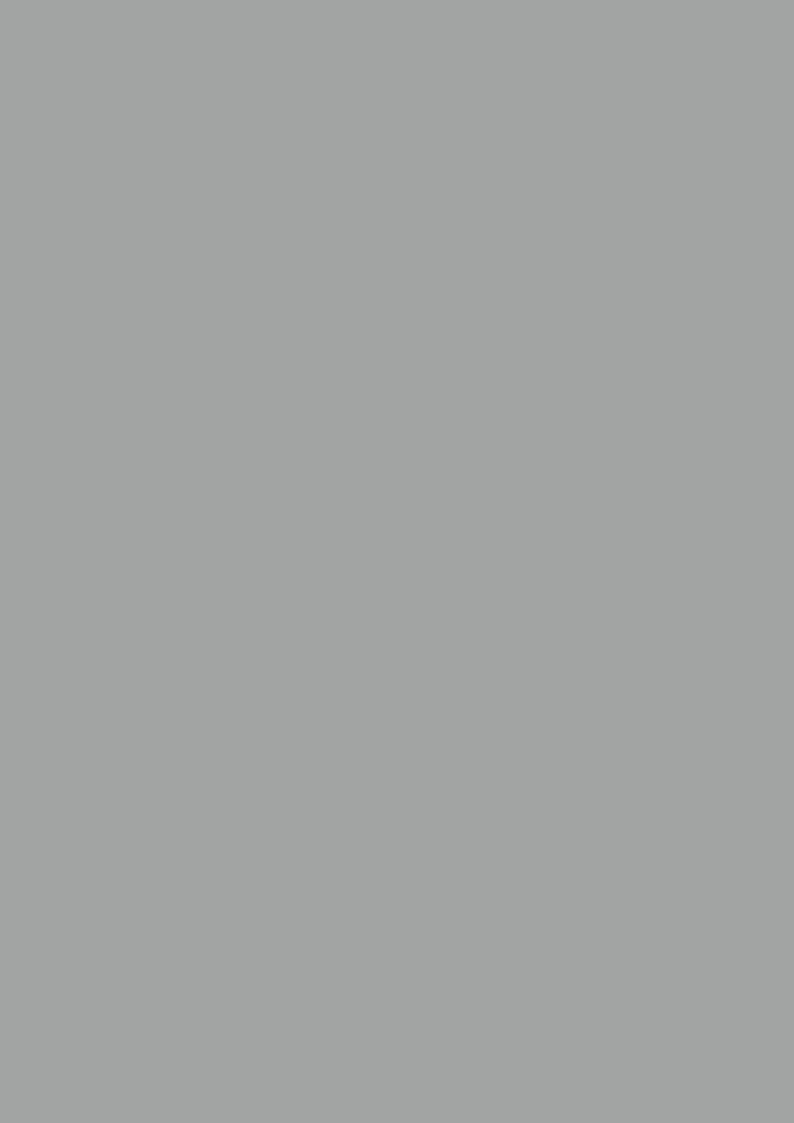
UNIVERSITY OF COLORADO BOULDER HUMAN RESOURCES

# MAKING VIRT AL MEETINGS IN L SIVE: EXPLORING EQ ITY GAPS

PARTICIPANT GUIDE

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# Reflection activity:

• Answer either of the following questions:

Why is it important to have inclusive virtual meetings?

- Understand who is being excluded in virtual meetings
- Identify equity gaps in virtual meetings
- Name common barriers to inclusion in virtual meetings
- Apply st

- Those who were marginalized in settings pre-Covid-19
- Those without the proper technology or access to sufficient internet bandwidth
- Those who are being asked to take care of household duties simultaneously
- Those who are being affected by social justice issues

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- Actively seeks and engages with diverse perspectives.
- Identifies and mitigates bias oa

I do this behavior...

Self Assessment on Key Behaviors:	most of the time	some of the time	rarely	never
Actively seeks and engages with diverse perspectives.				
Identifies/mitigates bias on person/institutional/process levels				
Identifies/mitigates barriers to inclusion on personal/institutional/process levels				
Fosters health/well-being of campus community by welcoming/encouraging participation by all				
Contributes to building diversity				
Accepts & honors diverse perspectives				
Understands the importance of diversity & inclusion				
Recognizes & mitigates dynamics created by power differences & hierarchy				

- Collaborate
- Elevate the unconscious
- Check your implicit bias
- Check your assumptions

Bærrier Two: Absence of a sense of belonging N

- Speak from personal experience
- Listen respectfully: listen and learn

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