

# Center for Digital Innovation in Learning

## First Steps towards Change: Listening to Our Staff



Boston College Diversity Summit 2021

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# First Steps...



The **first step to making change** is to figure out **what needs to be changed**.

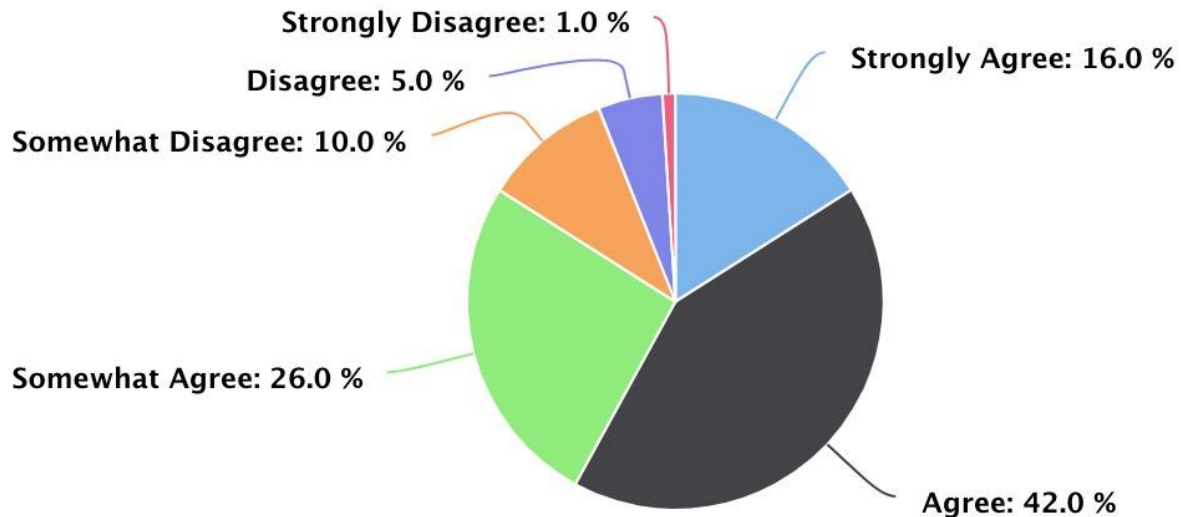
In summer 2020, the leadership team in the Center for Digital Innovation in Learning (CDIL) developed a survey for staff around themes of diversity and inclusion. Staff members were asked, about their experiences with bias and comfort level in recognizing and speaking up about bias.

The results indicated a need for additional training for the whole staff and CDIL leadership team, which we are now pursuing with the help of the Office of Institutional Diversity.

This poster will provide examples of survey questions and interpretations of results, as well as how these have begun to translate into actionable next steps for **change** within CDIL.

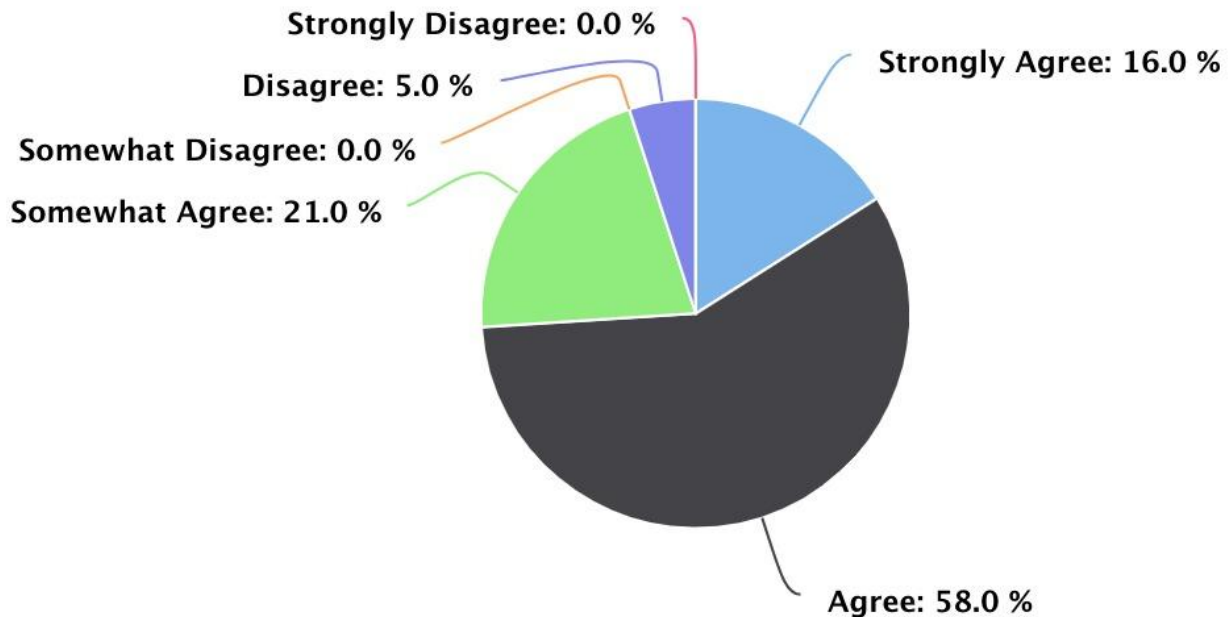
# Survey Highlights

I thrive in our work culture



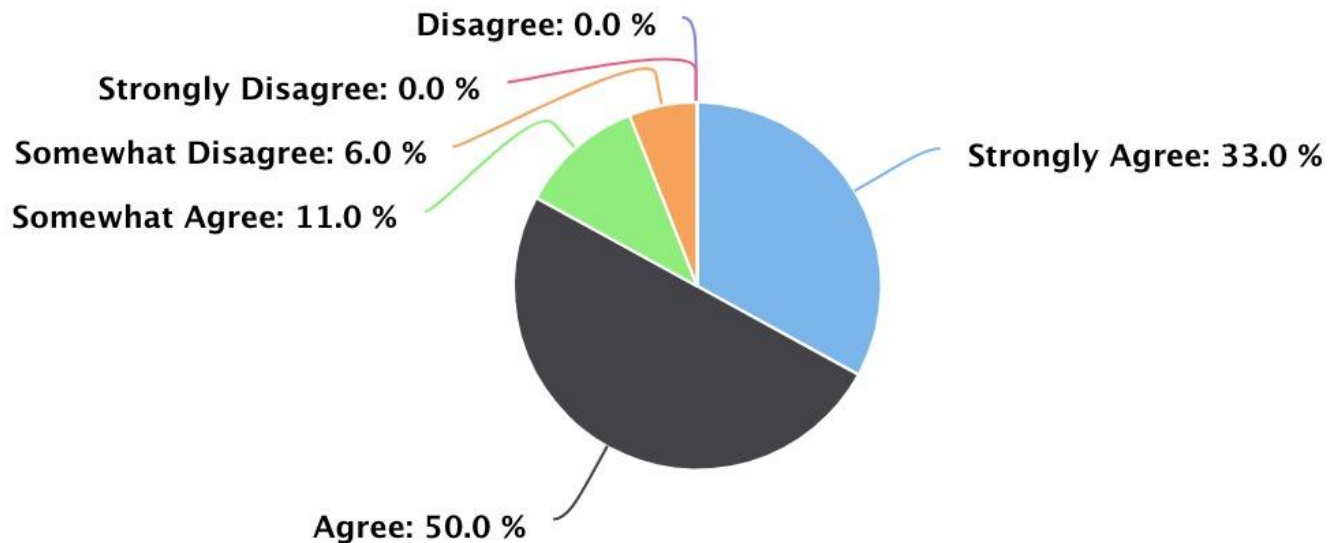
# Survey Highlights

## CDIL is open to change



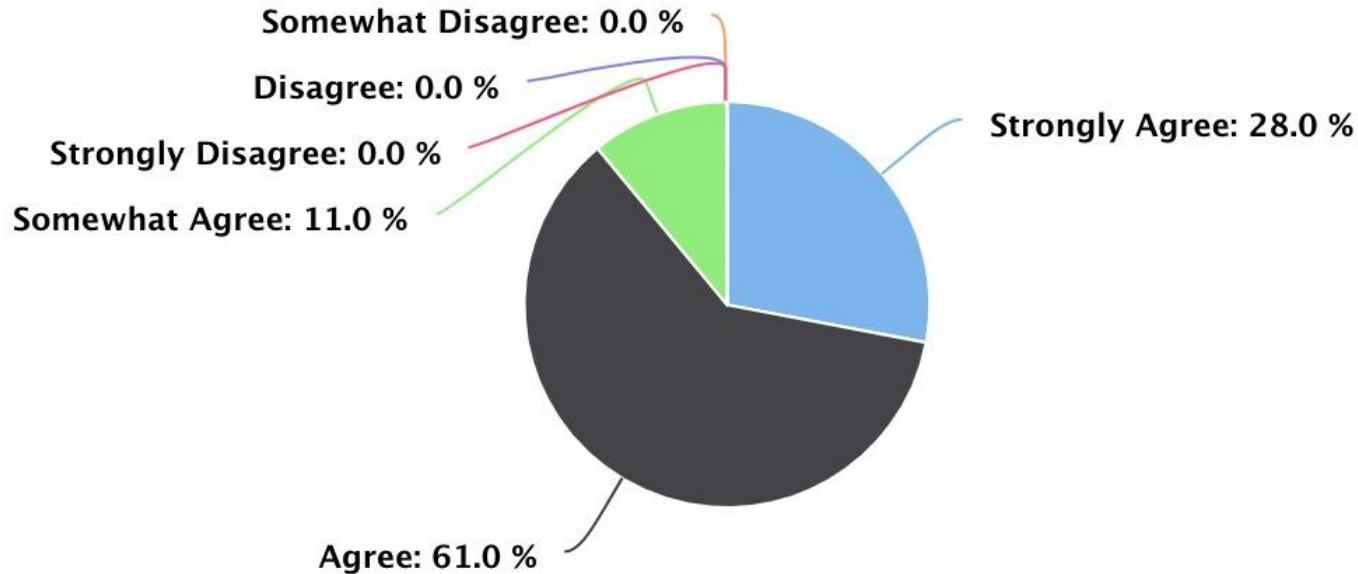
# Survey Highlights

My manager treats all members of the team equally



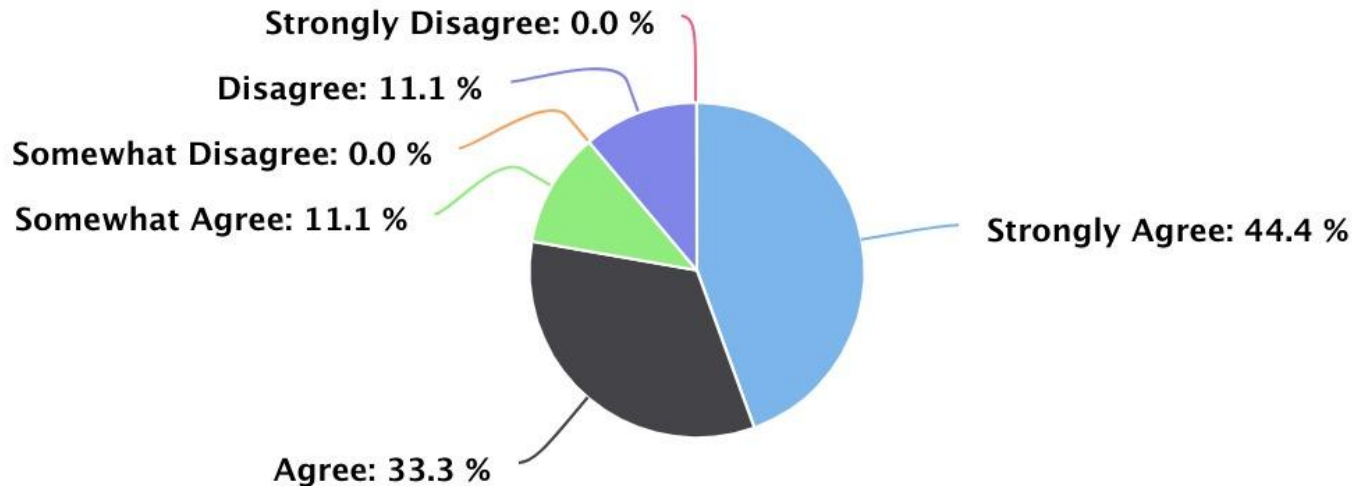
# Survey Highlights

I am satisfied with the respect given to people of my age at work



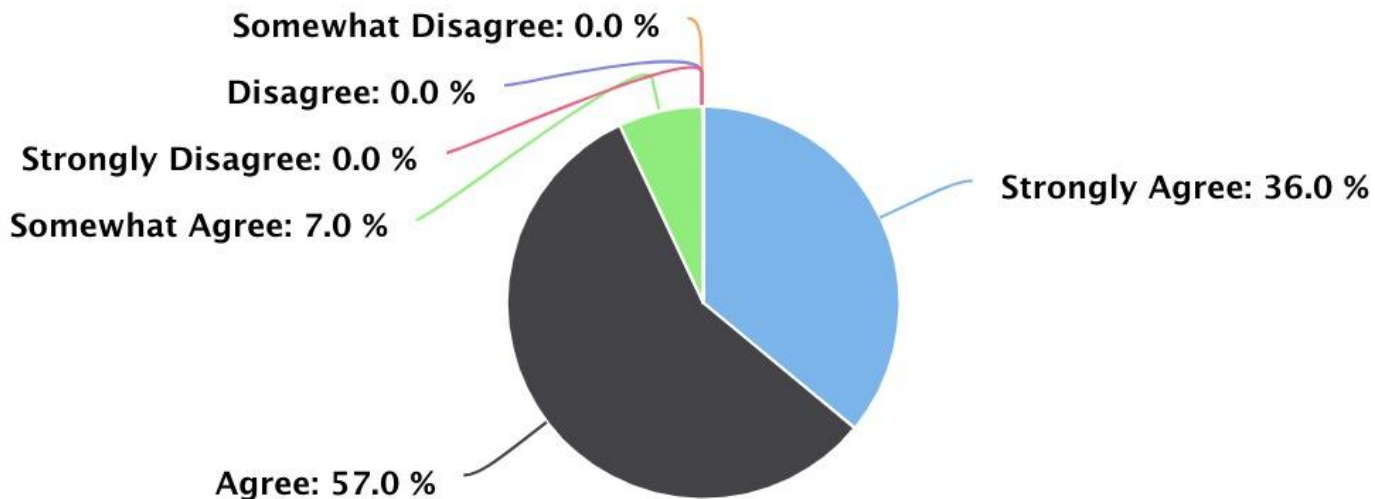
# Survey Highlights

I am satisfied with the extent to which I can express my gender identity at work



# Survey Highlights

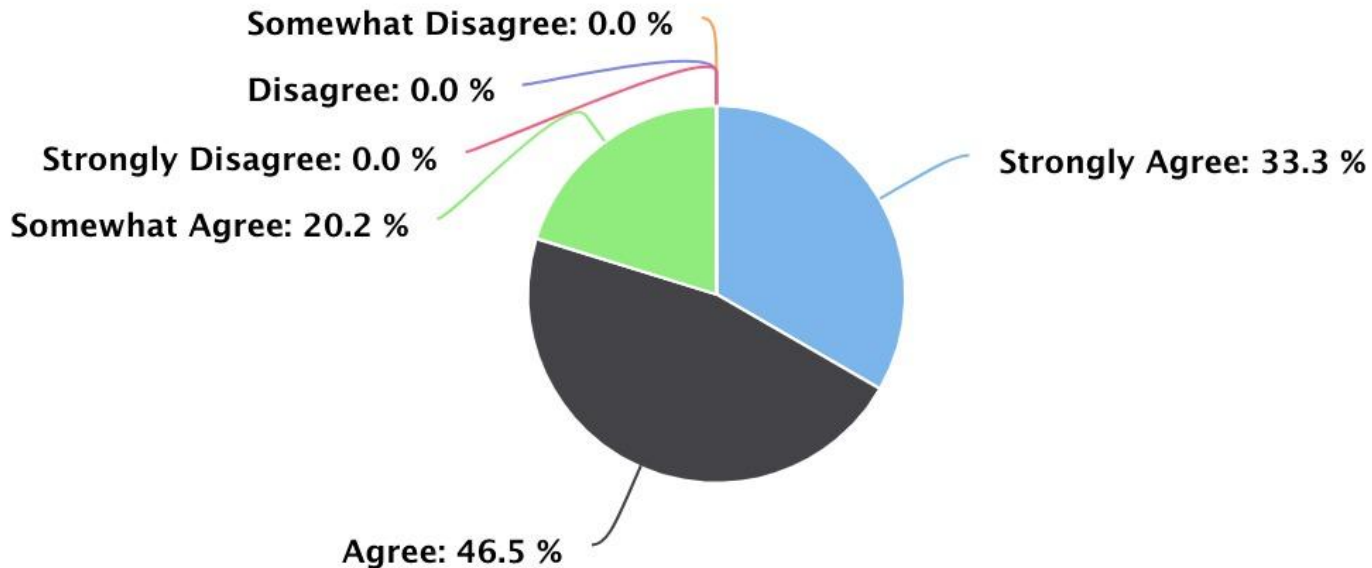
I am satisfied with the extent to which I can express my sexual orientation





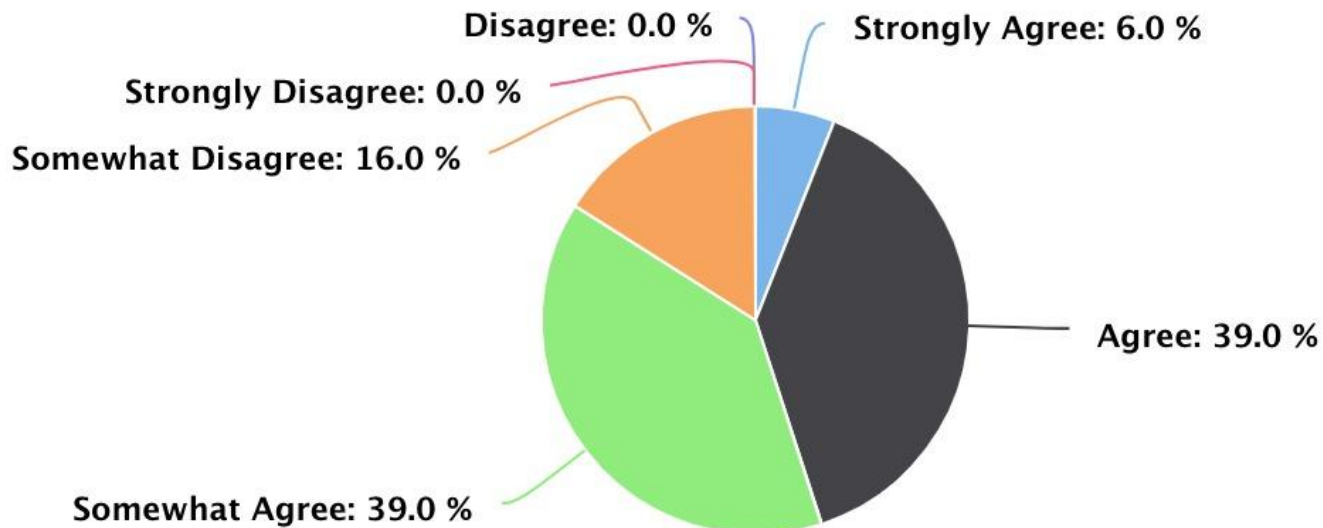
# Survey Highlights

I am satisfied with the extent to which I can express my racial/ethnic/cultural identity



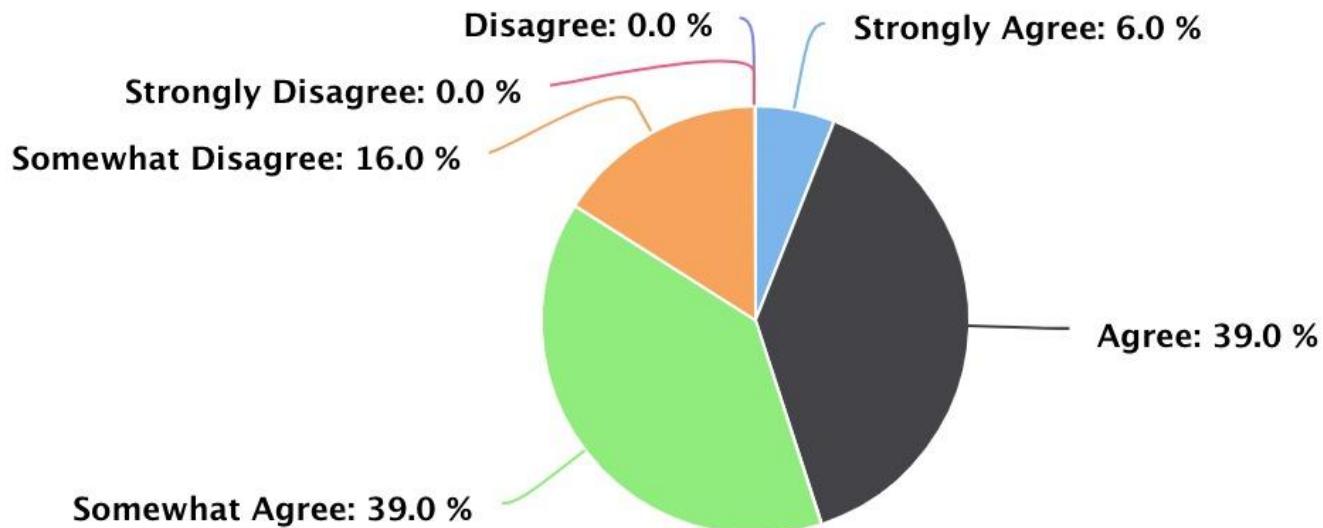
# Survey Highlights

I know how to identify examples of institutional racism



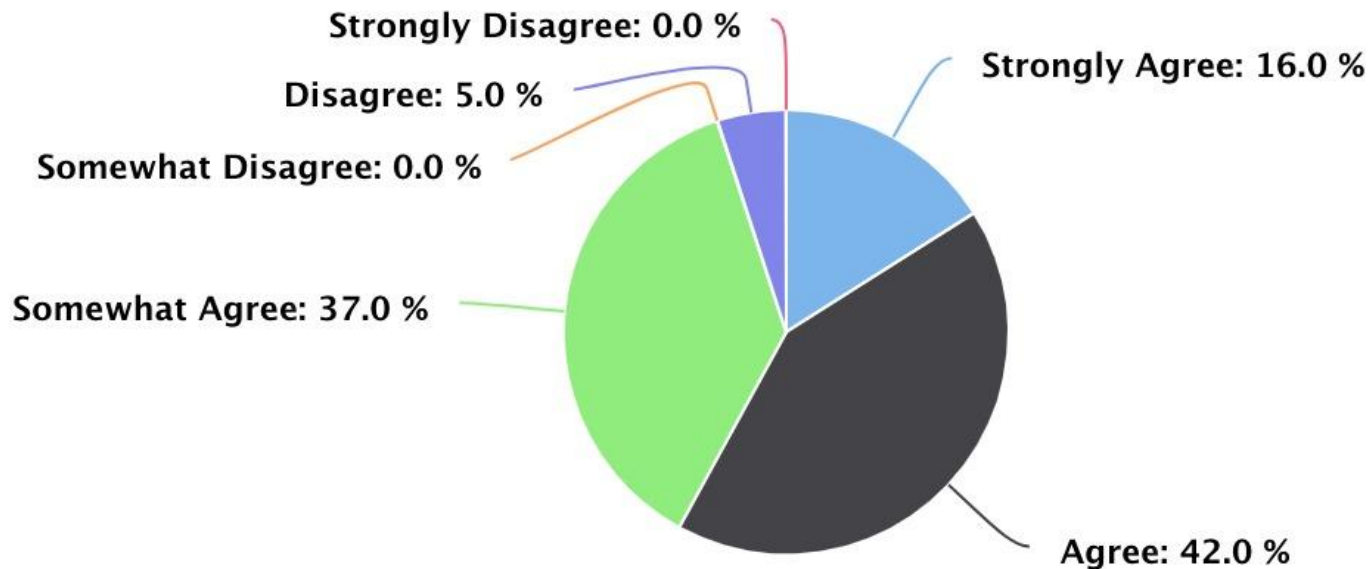
# Survey Highlights

I know how to identify examples of institutional racism



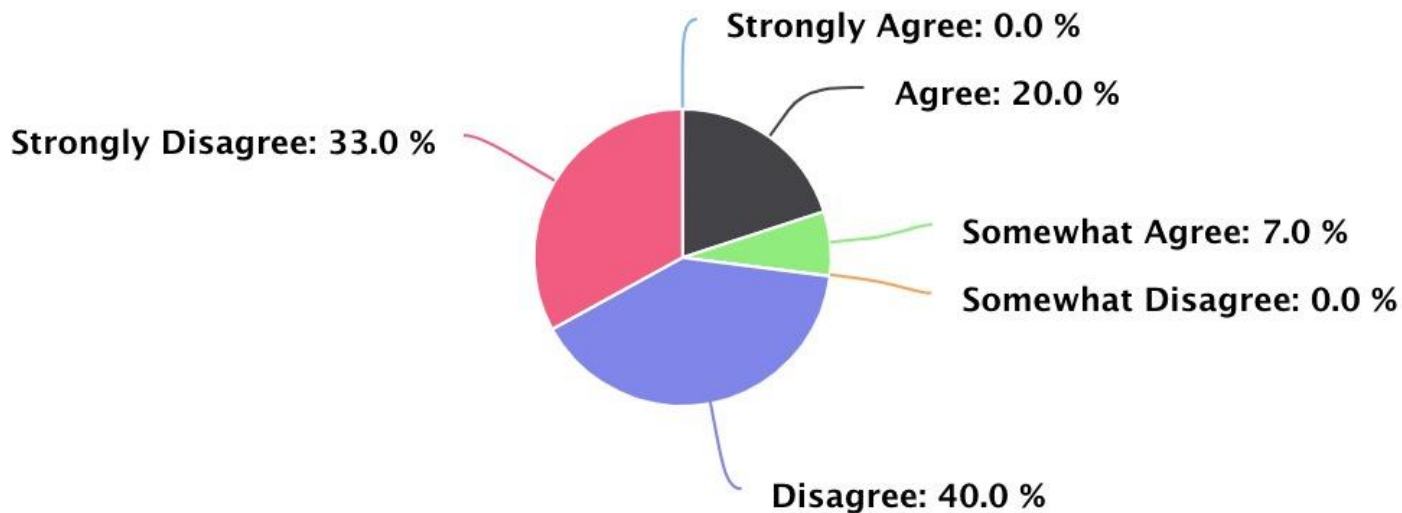
# Survey Highlights

I know how to identify examples of interpersonal/individual racism



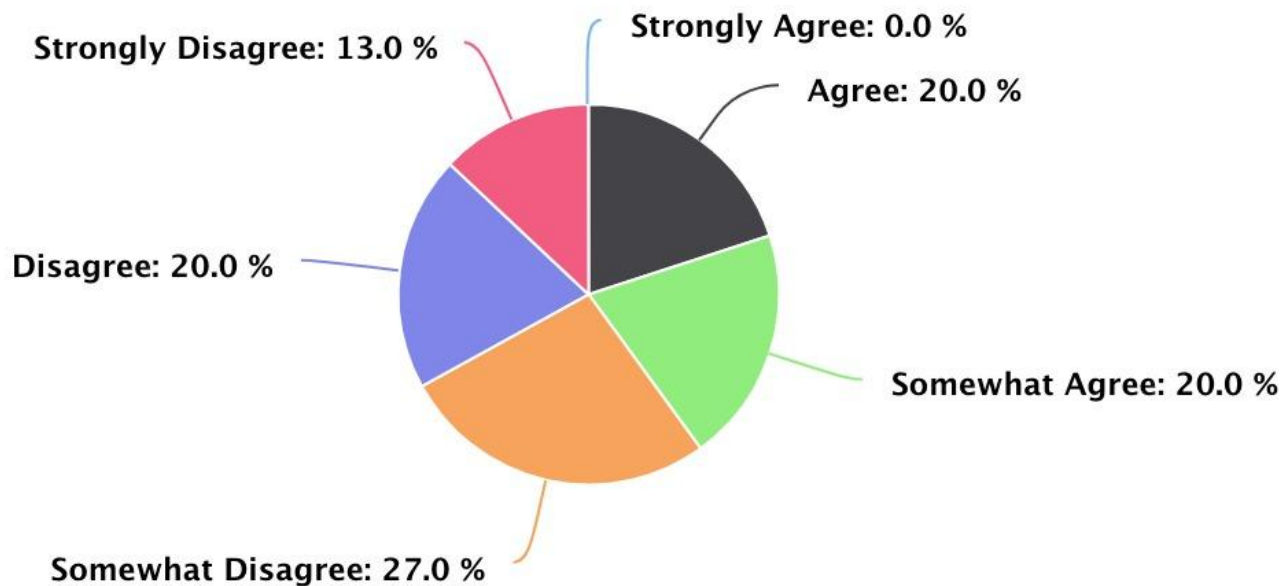
# Survey Highlights

I have experienced an instance of racism toward a person of color during my work



# Survey Highlights

I am satisfied with the way CDIL is currently discussing and acting against racism.



# Feedback from Staff

“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

# The CDIL Anti-Bias Initiative



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.



# Goals for the CDIL Anti-Bias Initiative

- 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.

# Initiative Update

The CDIL staff has engaged in Anti-Bias Training for 4 one-hour sessions and the CDIL leadership team has separately engaged in 5 one-hour sessions to discuss and explore topics of bias (of varying types), microaggressions, bystander intervention, and workplace discrimination.

These sessions have led to greater cognizance of issues of implicit bias and its impact in the workplace, and the beginnings of a plan to incorporate DEI awareness into our work and into our on-going professional development plans.

# Taking Another Step...



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 as sense of belonging and collegiality. Some of our next steps include:

- Commitment to developing stronger inclusive hiring practices
- Establishing a method for continually sharing resources related to diversity, equity and inclusion with and among staff
- Continued anti-bias training and related professional development for staff
- Commitment to incorporating a DEI advocacy focus into the work of our center