D.E.I. Enzymes

Catalyzing conversations about diversity, equity, and inclusion
Enzyme 3

Who is talking?

Inclusive Discussions
Enzyme 3 Inclusive Discussions

- Importance
  - Why is this topic important for D.E.I.?

- Action
  - What can I do?

- Further Resources
  - Where can I learn more?
Importance

• Formal and informal communication are crucial for:
  ○ Scientific advancement
  ○ Collaboration
  ○ Professional skills development
  ○ Effective mentorship
  ○ Sense of community

• Meetings are settings in which communication occurs best through inclusive discussions
Importance

- Most employees do not consistently feel comfortable speaking in meetings
- Communication is further hindered by hierarchical workplace structure and power dynamics
- Unconscious bias disproportionately affects communication for certain groups

Minoritized individuals are interrupted more.

Introverts and remote workers are overlooked more.
Importance

- Equitable workplace culture is fostered through inclusive discussions that ensure all voices are heard and appreciated
- Benefits of diversity are dependent on active participation
- Inclusive meeting structure and clear expectations increase opportunities for productivity
Action

- Structure meetings to promote inclusivity
  - Provide an agenda beforehand
  - Use effective icebreakers
  - Offer anonymous feedback options
  - Use random name-pickers or Round Robin
  - Create opportunities for feedback on the inclusive strategies themselves
Action

- Practice self-awareness and intentional dialogue

  Pause.

  Listen to understand.

  Repeat what you heard.

  Say thank you.

  Ask questions to understand the context of feedback.

  Commit to micro affirmations.
Action

- Proactively use inclusive language
- Use micro affirmations to amplify statements that are dismissed or ignored
- Create transitions to provide openings for others to speak
K was interrupted by a colleague who proceeded to change the topic.

Q witnessed this dismissive interaction.
I believe K said that earlier, but I actually disagree.

Thanks for returning to that, Q. **Does anyone else have an opinion** on how we move forward?
Action Example Dialogue

Micro affirmation

I believe K said that earlier, but I actually disagree.

Transition

Thanks for returning to that, Q. Does anyone else have an opinion on how we move forward?
Action

Simple actions you can take right now

- Brainstorm micro affirmations or transitions
  - Write it down to share or type in virtual chat!
Further Resources

- Diversity-based Team-builders & Icebreakers
- Checklist for Inclusive Meetings & Events
- Practices & Guidelines for Inclusive Meetings
- Promoting Conversations that Enrich Learning Experiences
- Ten Simple Rules for Productive Lab Meetings
- Antecedents of Underrepresented Director Participation in Board Meetings
- The Diversity-Innovation Paradox in Science