



DEI Committees: The Good **The Bad** The Ugly

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Research Libraries



Before We Begin!

- Food for Thought...
- Ask Questions Anytime
- Any Major Concepts Can be Expanded
- Challenging Results

DEI Committee Case Study!

- Hired by the Museum Board
- Museum (Large City)
- 38 Employees -- (Gift Shop, Secretary)
- Recruit Diverse Workforce (Recruitment)
- 3 Open Positions, 2 Fellowships
- Successful Recruitment Plan
- 4 People Left Within a Year
- What happened?



DEI Branding



Racial Politics at work

Moving forward...positive change

Complaining, Shaming, Name Calling

Steps to provide better service to our customers

Forced to hire minorities to avoid becoming racists

Hiring people of color because it's the right thing to do

Central Questions to Ask

- Why?
- What happens Next?
- Now What?
- Is Diverse Recruitment, Retention and an Anti Racist Environment the final destination?

Visionary Focus Statements



Vision Statements --Emotions, Feelings, The Why.....

1. What are the multiple benefits to transform your organization into a great place to work?
2. How does it feel to work in the new and improved organization?
3. How does becoming a great place to work positively affect external customers and stakeholders?
4. What strengths does our organization already have that's moving us towards a Great Place to Work?

Barriers to Prevent “The Vision”
(Manifestation)



Moving Towards Success – Hard Work

Anonymous Feedback --Stereotypes, Thoughts, Ideas and Fears that keeps the organization at the status quo

Who are the Gatekeepers of “The Status Quo”?

Barriers to Accomplish the Vision

“Our organization does not care about the employees. The administration only talks to us if something is wrong or they need a favor.”

“Employees and management are inflexible and rigid when it comes to new ideas.”

“There is rampant favoritism, bullying and incivility at our organization. People pretend they care but then they punish you for speaking your mind.”

“You have to compete for attention at the organization. We are overworked and undervalued. Management operates through fear and intimidation.”

Barriers to Accomplish the Vision

“The women in charge are not natural leaders. They are mean, rigid and enforce more punishment than the men.”

"African American people do not have the necessary qualifications for the job. They go to inferior schools and mainly get by on free handouts and minority scholarships. It's not fair to hand them prestigious fellowships when I had to work by butt off for this job.”

"Immigrants speak with a heavy accent and are better behind the scenes. They are usually abrupt, terse and provide bad customer service.”

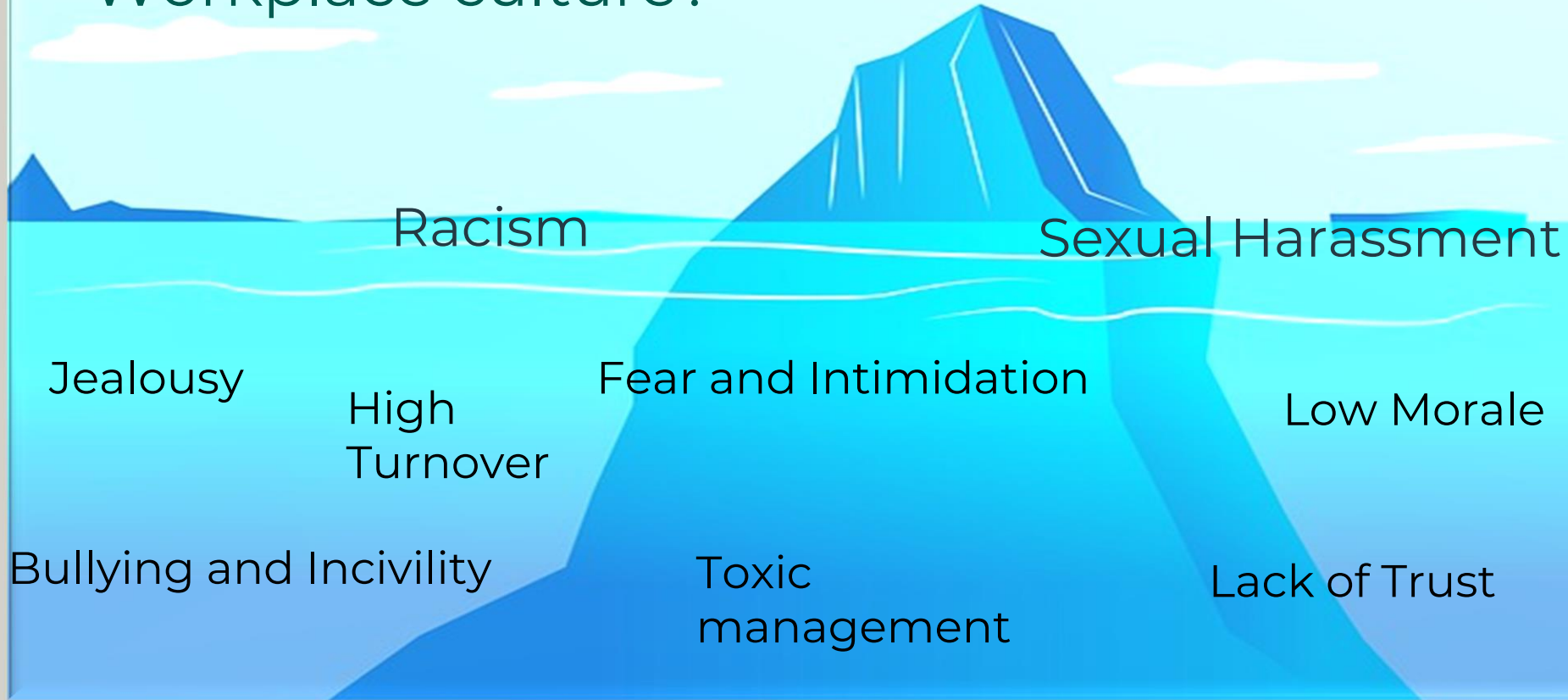
"Asians are good with more technical jobs and should not be in leadership positions based on their lack of “people” skills and compassion.”

ellen

BE KIND



Workplace culture?



Workplace culture?



Resources and Strategies



Individualized

No One Size Fits All

Success Stories



DEI Committee Selections





Strategic Selections

What Skills, Abilities and Attributes are needed?

Defining Roles

Committee Selections (Example)

Facilitation/Presentation Skills

Detailed Oriented

Passionate About Making a Difference- Open Minded

Persistent, Diplomatic and Persuasive

Goal Oriented -- Someone who can stay focus on the big picture

Enjoys writing/ excellent writing and editing skills

Bonus: DEI Committee Chair





LEADER

Keep Focus!

Make Sure Everyone
has a voice

Make Tough Decisions

Stay Flexible
Balance between
Emotional and
Intellect

Negotiator

Vision Statements (Organization)

Barriers to Accomplish Vision -
Anonymous, Trust, Stereotypes

Tools to Improve Organization –
Individualized, Focused

Strategic Committee Assignments



Questions and Future Topics

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