

R&DE STANFORD CONFERENCES | DEIB DIVISIONAL PLAN

Cultural Sharing @ Staff Meetings

Once a month, a different team member facilitates staff meeting. The team facilitator builds into the agenda some activity, learning opportunity, or story sharing of something culturally significant to them. Sessions should include time for discussion and questions. Food items can also be included as part of the session and are encouraged if they contribute additional background or context to the session.

Diversity Wall

Create a diversity wall at 215 Panama Street. Dedicate a portion of the hallway to promoting our cultural diversity in the workplace. Team members can share pictures or information on the wall that promotes their culture, background, or lifestyle. Postings could include photos, articles, art, poetry, etc. Wall would encourage team engagement and better understanding of each other personally.

Inclusion Activities

Schedule quarterly team building activities that promote inclusion. Activities can include team lunches, a walk after work, a social outing, a Zumba class, volunteering time to public service, etc. Depending on the activity, staff from other divisions or departments could be included to encourage partner-relationship building. Activities would be optional, but all would be encouraged to attend.

DEI Training

Develop a list of resources for DEI education training opportunities. Seek out trainers familiar with bridging ideas and concepts with meaningful activities. DEI education training could help supplement and build upon our other team actions. Include training from the University, and consider inviting a campus resource person to talk about DEI topics, case studies, trends, etc. once per quarter.

Story of Us Video

Capture our team's diversity in video – how each of our uniqueness contributes to our team's success; how our origins help us get to where we are going. Team members can highlight and share their stories with each other, and with the broader Stanford community! (post on website, etc.)

Hot Topics

Once a month during collaboration time, team members select a “hot topic” from the news (world, US, or local) and discuss it in detail. Team members share their insight and how the topic makes them feel, learning different perspectives from each other.

