

EID Council  
Emerging Themes  
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Promising Practices

- Recognition that is meaningful to employees
- Effective communication
  - Central training about what EID is
  - From leadership to non-leadership
  - So that staff feels included and has real input
- Clear understanding of how EID relates to career growth
  - Visual depiction of opportunities for growth, e.g., Career Lattice
  - Incorporate EID competencies into evaluations
- Onboarding/mentoring

Common Barriers

- Time/workload/logistics (interrelated)
  - Need time in schedule to implement EID related activities
  - Workplace culture, i.e., whose role is it to prioritize time in staff schedules?
  - Need to foster connectedness among staff
- Understanding role of EID committees (and EID Council?)
- How to disseminate and make sense of survey results
- Making workplaces welcoming to diversity so staff want to come and stay

Additional Thoughts

How can we help faculty and staff understand one another's cultures (not directly related to our division, but still relevant)?

Small changes make a big difference.

EID Council – it has weight; use it!