

# Everyday Inclusion Challenges: Week 4 (February 25–March 1, 2019)



- 1) **AMPLIFY:** Acknowledge people. When in a group, make a space safer for others when you can. If someone is dominating a conversation, ask “Does anyone else have something to add?”
- 2) **PARTICIPATE:** Join in this week’s VPFA Desert Island 8 activity to answer the question, *What are the 8 songs you’d take to a desert island?* Participate in person, chat with your co-workers about it, or think privately about your list.
- 3) **GROUP:** Chat with co-workers about which of the following workplace inclusion strategies might be effective in your department. What other ideas do you have?
  - **Notice interruptions:** Studies show women are more likely to be interrupted in meetings.
  - **Ask questions:** When you have a negative reaction to a colleague’s statement/suggestion, consider leading your response with a question rather than a statement.
  - **Credit ideas:** Acknowledge the ‘owner’ of an idea during meetings or conversations.
  - **Leave your assumptions at the door:** Try to stop yourself from making assumptions about others and their workload, family life, interest, expertise level, etc.
  - **Rotate who runs meetings:** Giving different people creative control over meetings gets more people engaged, changes meeting dynamics, and may lead to inventive solutions.

Sources: “5 Ways You can Create a More Inclusive Workplace” (Johansson) & “Micro Affirmations” (Horton)—both available at <https://vpfa.uoregon.edu/everyday-inclusion-resources-and-activities>

- 4) **REFLECT:** If someone asked you what could be done to improve inclusion in your team, department, or area, what would you say?
- 5) **INDIVIDUAL:** Look back on the month of Everyday Inclusion activities—which parts stood out for you? What ideas, people, or issues did you engage with?

## FINAL IN-PERSON ACTIVITY OF THE MONTH!

- “Desert Island 8”, hosted by Martin Stanberry and Sue Russell, Human Resources **Wednesday, February 27, 12:00–1:00pm**, Cedar Room in the EMU (Room 231)

**The Activity:** Imagine you are stranded on a deserted island with no chance of rescue. Fortunately, you planned for this adventure by creating your Desert Island 8—a list of eight pieces of music (songs/individual tracks) you would take to a desert island including the title and artist (you have a device to play the music).

Please share your lists! Even if you can’t make it to the February 27 discussion, you can share your list with others in the VPFA portfolio by sending your name and list of 8 songs (including title and artist) to Sue Russell at [susanr@uoregon.edu](mailto:susanr@uoregon.edu) or via campus mail.