DEI IN THE REMOTE WORKSPACE
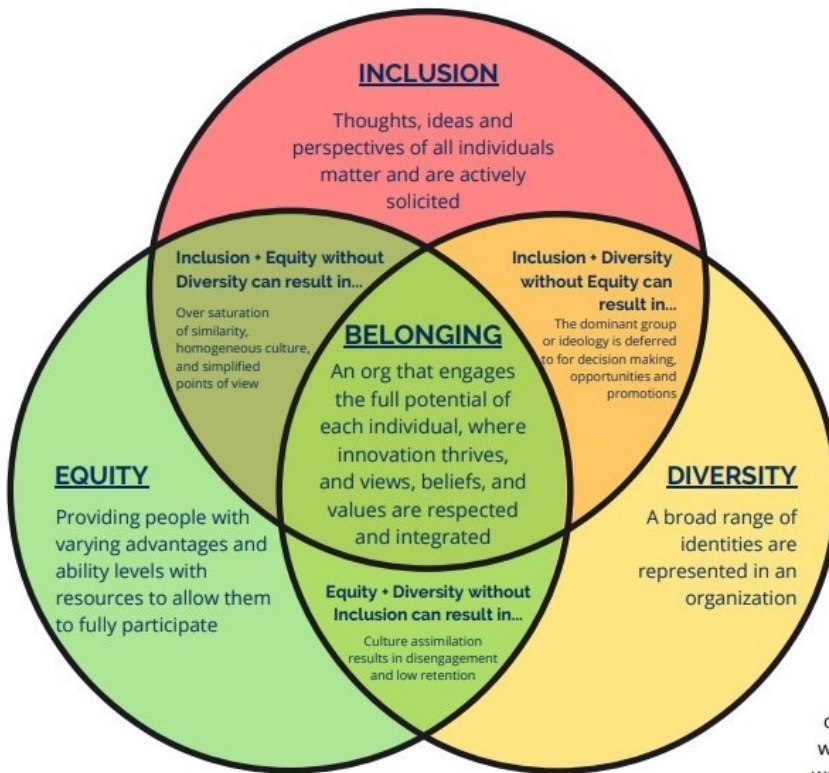
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OVERVIEW

- What is DEI?

- What makes DEI unique in the remote workspace?

- Tips for improved integration –for employees/as an employee

- Resources

Source linked here

REMOTE DEI CONSIDERATIONS

- Make a plan — even if informal; consider elements you want to include (D, E, I, B, A, J)

- Efforts need to be more intentional — less visible/obvious/easy remotely

- Employees may not know how to participate/what efforts are being made

- Inclusion is particularly challenging — out of sight, out of mind

- Connection is particularly valuable — consider topic meetings or even an ERG

OVERLOOKED DEI OPPORTUNITIES

- Employees with mobility restrictions

- Neurodivergent employees' ability to adapt the workspace

- Working parents

- Individuals with temporary family crisis

- Cross-cultural collaboration

- Reduction in social pressure — reduced "code-switching"

- Access for individuals with commute-related and other SES challenges

IMPROVED DEI INTEGRATION — EMPLOYEE LEVEL

- Share your desires, preferences, hopes with supervisor

- Practice curiosity with peers

- Consider DEI factors during interactions with coworkers, industry peers, vendors, clients, etc.

IMPROVED DEI INTEGRATION — EMPLOYER LEVEL

INTERNAL

- Opportunities to communicate diversity factors

- Access of remote workers to company benefits

- Inclusion of remote workers in benefits, events, considerations (policies, promotions, etc.)

- Efforts to promote belonging

- Seek feedback/evaluation

- Identify & promote ways to share concerns

- Initiate intentional observation of diversity factors

- Host/promote DEI learning — modules, workshops

- Consider proximity bias if hybrid — do those who are seen more, get more?

- Implement development programs — promotes equity/reduces bias and discrimination:

    "Development programs help people know how they are doing, envision a path to where they want to go, and receive consistent feedback and support for getting there." - Forbes

- Ask — how can we celebrate our differences?

IMPROVED INTEGRATION – EMPLOYER LEVEL *EXTERNAL*

- Diverse & inclusive vendor choices

- Find opportunities to invite DEI considerations during vendor/client interactions (accessibility, pronouns, avoid assumptions)

- Hiring considerations

- Make an effort to connect as humans, even with vendors

- Communication of DEI efforts during hiring, marketing, etc.; expose yourself to feedback and learning

RESOURCES

- Reframe52 – www.reframe52.com

  App/platform aimed at true organizational integration/culture shift of DEI

- Travel Unity - www.travelunity.org

- Tourism Cares – www.tourismcares.org

- Tourism Diversity Matters – www.tourismdiversitymatters.org

- https://weworkremotely.com/5-inclusive-workplace-practices-for-your-remote-team

- https://www.shrm.org/resourcesandtools/tools-and-samples/hr-forms/pages/guide-to-developing-a-strategic-diversity-equity-and-inclusion-plan.aspx