

Vicki Bier: Second is the group on diversity and workplace climate – Lydia Zepeda.

Lydia Zepeda: Hi. We had a lot of discussion in the group, and I, Susan and I tried to organize this in some fashion, so here goes. Well, one of the things we talked about was, what does climate actually mean? In the group we talked about interpersonal aspects of climate, respect, and recognition or valuing people, but also institutional aspects of climate such as policy and structure and having a critical mass. And then we focused on problems with climate, and some solutions that we thought of. So again, this is not really in any particular analysis or order, but it's a start. We talked about some of the big problems that people face – being locked out of a lab – but we really spent a lot more time focusing on the little things. And one person had a wonderful analogy. They talked about, many of these things may represent just a little wire as a barrier, and they're not a problem by themselves, but when you have a lot of them they become a cage that you can't get out of. So the little things can add up and, in fact, wear you down. We also talked about the lack of having language to talk about climate, and how sometimes we aren't able to name things, or we don't recognize them in time. And so we need to learn how to do that, and do it at the appropriate time – when it happens. We talked also about the problem of lack of new information about policies or structure, and the fact that sometimes we lack clearly articulated expectations about people's behavior – what's okay and what's not. And we talked about lack of networks. Lack of feedback, also. We also talked about how one of the problems is that, when you're dealing with climate issues, you often will be saying something that will make other people uncomfortable. And you will feel uncomfortable and may catch heck when you do it. And you just have to recognize that that's part of it. And so that leads you to knowing when to pick your battles and when to leave, and when to say, "you know, I need to take care of myself." And we don't do a very good job of teaching control to figure that out. And overall there was just a sense that in terms of the problems there was a lot of complexity, and sometimes there was complexity to the fact that we didn't have skills to really identify the problems – sometimes because of language, sometimes there's different perspectives – so you can get differences of opinion. This makes the need for networks and feedback all the more important so that we can triangulate with each other, and learn how to recognize the problems and come up with some solutions.

So in terms of solutions, networks, growth was talked about a lot. Creation of professional and personal networks. The need for critical mass. The absolute need for humor and having some fun. And like I said, kind of repeating myself, but picking your battles. And that people in power must be willing to speak out – it can't always be the women and minorities who are speaking out and defending themselves. They can do that, yes, but people in positions of power, more senior women, more senior minorities, or white men, or, just people in power, need to speak out. And so we need to be able to

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radically engage situations. And we need to reward good behavior – when people do the right thing we need to reward them for it and tell them that they're helping foster good climate, and that that is a benefit to all of us at the University. We have to pass policies that are specific enough to work, and implementation that respects the intent of the policy. Is there anything else anyone wants to add from our group? Please let me know. I tried to catch everything I could.

[Applause]