

DEI Summit Participant Survey Questions: Required Foundational DEI Training

Q1

Thank you for taking time to complete this survey. We need your input as we determine where to start as we build a foundation of knowledge and skill for all state employees to provide diverse, equitable, inclusive, and respectful work environments that allow us to better serve Washington. Below you will see the main content areas with a brief description of what we are envisioning within that content area.

For the purposes of this work, foundational means the level of knowledge and understanding that all employees need. It is connected with the enterprise goal of all employees having a shared language and understanding of what it means to engage in a diverse, equitable, inclusive, and respectful work environment.

1. What DEI Summit track are you participating in at the DEI Summit?

- DEI 101 Track - Introduction to DEI Topics and Conversations
- HR Practitioners Track - CDE, CDP, HR Professionals, BRG Members
- Executive Track - leadership in a position of impacting strategy and policy
- I do not remember the track chosen for the Summit

Q2 Select "yes" if you agree it is foundational for all employees to learn.

Select "no" if you think it is more advanced.

Why Diversity, Equity, and Inclusion?

General Topics: Why it makes a difference in the workplace; DEI is more than numbers; Washington state demographics; Barriers to DEI; Power and privilege dynamics - what is it and where is it?; The forms and impacts of oppression and inequities.

Description: To best serve the citizens of Washington, we need to make the best use of every employee's potential while striving for a workforce as diverse as the public we serve. To harness this potential, we must realize, appreciate and respect our differences in perspectives, thinking and cultures. If we do this, we will be most effective in sustaining our state's resources and making sound decisions that are in the public's best interest. Diversity means you have a seat at the table, inclusion is having a voice at the table and it being heard.

Q3 Select "yes" if you agree it is foundational for all employees to learn.

Select "no" if you think it is more advanced.

Self-Awareness

General Topics: What is your own personal identity and cultural background; Bias and Implicit Bias – what is it? How does it impact me? How does it impact others?; Intersectionality Description: Do you understand what makes you uniquely you? Do you take the time to understand the uniqueness of others? Do you understand why you behave the way you do? Do you understand how your experiences and attitudes impact our assessments of and interactions with others? Do you understand how identity affords us status in society? Do you know how to interact in settings that are impacted by the cultural differences of those in the room? Do you know how to talk about DEI topics constructively?

Q4 Select "yes" if you agree it is foundational for all employees to learn.

Select "no" if you think it is more advanced.

"ism" Awareness

General Topics: What are they?; Connection to power and privilege; Microaggressions; Intent vs. Impact; Othering and belonging

Description: Do you experience othering because of gender, race, ethnicity, ability, or other inherent quality? Understanding how these biases interact with power and privilege is key to building an inclusive workplace. What is the difference between intent and impact and why does it matter? How do microaggressions impact your workplace and what can you do about it?

Q5 Select "yes" if you agree it is foundational for all employees to learn.

Select "no" if you think it is more advanced.

Racism

General Topics: Why racism?; History of Racism; Types of racism; Dominant Culture and White Privilege; Oppression in connection with racism

Description: Understanding the history of racism, white privilege and oppression. Racism is a deeply rooted historical issue that has been present since the birth of this country and racism operates in historical and systemic contexts and we must understand this in order to disrupt and dismantle it. Our workplace cultures can contribute to the disparity related to racism and oppression. We will create a shared understanding and gain tools to positively change organizational culture.

Q6 Select "yes" if you agree it is foundational for all employees to learn.

Select "no" if you think it is more advanced.

Working Together

General Topics: Putting it all together to positive change; Inclusion and belonging; Allyship; Bystander; Communication; Accessibility; Workplace Culture Norms

Description: Group dynamics are always present in our workplace and when working with our customers. Understanding power dynamics; recognizing and stopping microaggressions; being able to see when our impact on others did not match our intent; and maximizing on our understanding of generational differences, among other things, allow us to create positive group situations and reduce conflict and stress.