



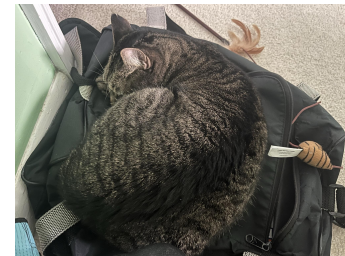
OHECC 2023: Collaborate to Innovate

The Workplace is Full of Humans: Miami IT's focus on DEI

Elizabeth Parsons

Introduction

- Cat mom
- Writer
- Fiber artist
- Digital Content Specialist, IT Communications
- Co-chair, IT Diversity Committee



“The Workplace is Full of Humans”



DEI in IT: Why us and why now?

Some truths:

- Diversity is a core tenet of working in IT Services at Miami
- Built-in need to examine our interactions with people from diverse cultures and backgrounds
- DEI programming has been and continues to be an important part of working in this division

...But!

We also realize that the work is never done – it just changes, and we have to change with it.

There are a lot of big things happening in IT spaces across our sector, and especially at Miami. There may be a (tendency) to push other initiatives aside, if they don't directly serve the main goal. However, DEI can never be put to the side: It is an integral part of each of these big projects.

Cultural Intelligence via DEI Opportunities

Cultural intelligence takes a lot of work; you have to be vulnerable and you have to be curious about what you're working on. You have to recognize that you don't know and you have to be comfortable not knowing – you're here to learn.

Miami IT as a group has shown up.





Trainings: Safe Zone, Green Zone





MIAMI UNIVERSITY

Miami University Safe Zone 101





IT Diversity Film Festival



Film: *Of Many*

Facilitator: John-Charles Duffy

Film: *Training for Freedom*

Facilitators: Dr. Ann Elizabeth Armstrong and Jacqueline Johnson



Film: *In Whose Honor?*

Facilitator: Ron Scott





Project: Your Miami Identity

Guide purpose:

- To instruct users on how to own their identity at Miami by making sure to update personal information in Miami's systems
- Miami University is committed to creating and maintaining an inclusive environment for students, faculty, and staff. This guide is intended to be a starting point for faculty, staff, and students to curate their identity at Miami

Systems: Zoom, Canvas, Google

Pronouns, preferred name, aliases



Project: Inclusive Language

Term	Recommended Replacement(s)
master/slave	primary/secondary, primary/replica, active/passive, active/standby
blacklist/whitelist	block list/allow list
master branch	main branch
crippleware	feature-limited
native	Built-in, inherent

The work is never finished

What we're looking forward to...

- Film Fest every year
- More conversation and education about various cultures and communities
- DEI in Leadership certificate
- Big projects where DEI is built-in from the beginning
- New DEI “goal” for the University



Support from leadership: DEI Goals in performance evaluations

Goal: Participate in at least one professional development course or opportunity to enhance diversity awareness and/or cultural competency during the year.

Goal: Support diversifying the applicant pool for faculty/staff/student positions.

Goal: Contribute to programming that supports DEI.

Goal: Develop work schedules and programming that are inclusive and recognize the observation of diverse holidays.

Goal: Contribute to mentoring and supporting diverse talent.

Goal: Participate in and actively contribute to a university DEI Council or committee.

Goal: Develop or edit educational or promotional materials so that they are culturally sensitive and accessible.

How can you help?

- Get buy-in from leadership
- Gather a team of committed, equally passionate individuals
- Seek out marginalized voices
- Connect with university resources
- Continue your own education

Get in touch!!

Email: elizabeth.parsons@MiamiOH.edu

LinkedIn: Elizabeth Parsons

Blog: LizMakesStuff.com

