

UNIVERSITY OF COLORADO BOULDER  
HUMAN RESOURCES

# MAKING VIRTUAL MEETINGS INCLUSIVE:

# EXPLORING EQUITY GAPS

## PARTICIPANT GUIDE

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# Making Virtual Meetings Inclusive: Exploring Equity Gaps

Reflection activity:

- Answer either of the following questions:

Why is it important to have inclusive virtual meetings?

# Making Virtual Meetings Inclusive: Exploring Equity Gaps

- Understand who is being excluded in virtual meetings
- Identify equity gaps in virtual meetings
- Name common barriers to inclusion in virtual meetings
- Apply st

# Making Virtual Meetings Inclusive: Exploring Equity Gaps

- Those who were marginalized in settings pre-Covid-19
- Those without the proper technology or access to sufficient internet bandwidth
- Those who are being asked to take care of household duties simultaneously
- Those who are being affected by social justice issues
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# Making Virtual Meetings Inclusive: Exploring Equity Gaps

- Actively seeks and engages with diverse perspectives.
- Identifies and mitigates bias or

# Making Virtual Meetings Inclusive: Exploring Equity Gaps

I do this behavior...

Self Assessment on  
Key Behaviors:

most of the time    some of the time    rarely    never

Actively seeks and engages with diverse perspectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies/mitigates bias on person/institutional/process levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies/mitigates barriers to inclusion on personal/institutional/process levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fosters health/well-being of campus community by welcoming/encouraging participation by all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to building diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accepts & honors diverse perspectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands the importance of diversity & inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognizes & mitigates dynamics created by power differences & hierarchy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# Making Virtual Meetings Inclusive: Exploring Equity Gaps

- Collaborate
- Elevate the unconscious
- Check your implicit bias
- Check your assumptions

# Making Virtual Meetings Inclusive: Exploring Equity Gaps

Barrier Two: Absence of a sense of belonging

- Speak from personal experience
- Listen respectfully: listen and learn

# Making Virtual Meetings Include: Engaging Employees

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# Making Virtual Meetings Inclusive: Engaging Everyone

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**Making Virtual Meetings Inclusive: Engaging Everyone**

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