

Where Does DEI go from Here?



Date: Thursday, November 16, 2023

Time: 12:00 – 4:30 p.m. ET

Location: Michigan Ross Campus, Executive Learning and Conference Center
710 East University Ave., Ann Arbor MI

Theme:

Our November Member Forum will begin with lunch and a connection session to allow for Consortium members to enjoy informal interactions and reconnect with one another. Beginning at 1:00 p.m. ET, we will stream and watch live the Positive Links Speaker Series session entitled “Where does DEI go from here?” led by CPO Faculty Affiliate Laura Morgan Roberts. As one of the country’s leading voices and scholars focused on a positive lens and diversity, equity, and inclusion, Laura will discuss how diversity, equity, and inclusion initiatives have slowed amid an uncertain economy and efforts to dismantle diversity programs through court rulings and legislation. Laura will emphasize that leaders must focus on an overarching goal, that of creating four freedoms that are central to creating conditions necessary for all workers to flourish. Laura will share how to foster these four freedoms at work – the freedom to be, the freedom to become, the freedom to fade, and the freedom to fail – and how doing so can make organizations more welcoming and safer for everyone. You will learn how encouraging individual allyship, implementing strengths-based development programs, and enabling flexible work can more evenly distribute these four freedoms, reducing rates of disengagement and burnout, especially for those in marginalized groups.

At the conclusion of the Positive Links session, Consortium members will engage in guided conversation about the framework of four freedoms. In dialogue together, we will share ideas and practices that will help all of our members make these four freedoms real in their workplaces. This is a wonderful chance to put a key idea into practice immediately and to learn how other organizations are doing the same.

Agenda:

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| 12:00 – 12:50 p.m. | Registration, Lunch, and Connections |
| 1:00 – 2:00 p.m. | Livestream of Positive Links Speaker Series session “Where Does DEI go from Here?” led by CPO Faculty Affiliate Laura Morgan Roberts |
| 2:00 – 2:20 p.m. | Break |



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| 2:20 – 3:00 p.m. | Welcome, Introductions, and Discussion of the Four Freedoms Framework
There are four freedoms that help people flourish at work. We'll discuss some ways that organizations can work to make sure that the four freedoms are realized by all. |
| 3:00 – 3:20 p.m. | The Freedom to Be
The ability to bring our full, authentic selves to the workplace. |
| 3:20 – 3:40 p.m. | The Freedom to Become
The ability to improve our best selves and our situations. |
| 3:40 – 4:00 p.m. | The Freedom to Fade
The ability to periodically step back from the spotlight and performance pressure. |
| 4:00 – 4:20 p.m. | The Freedom to Fail
The opportunity for a second chance after a mistake. |
| 4:20 – 4:30 p.m. | Reflection, Assessment, and Conclusion |