



NYSAR³ RECOMMENDATIONS FOR AGENDA CREATION

Provide ample brainstorming time to ensure all possible DE&I related topics have been considered.

Possible topics can include:

- Ability, disability, and ableism
- Discrimination in the workplace
- Faith, religious identity, or secular worldview
- Gender identity and equity
- Global citizenship
- Intergenerational differences
- Ageism
- LGBTQIA+ identity and equity
- Racial identity and equity
- Socioeconomic status and classism
- Managing difficult conversations
- Microaggressions
- Mitigating bias
- Privilege and power
- Political beliefs
- Socioeconomic backgrounds
- Educational backgrounds
- Communicating across identities
- Data metrics on DEI outcomes
- DEI-related governance issues
- Industry specific DEI issues
- Historical discrimination in different industries or areas
- Specific DEI policies at individual companies, i.e. multinational companies - how do they think about employee welfare across geographical regions?
- Work-life balance/fit
- Creating an inclusive environment
- How top leadership thinks through DEI as part of the overall business strategy
- Leading with empathy
- Making the business case for diversity
- Other social justice issues (Columbia Business School).

Works Cited:

Columbia Business School, Diversity, Equity, and Inclusion. "Diversity, Equity, and Inclusion Event Planning Checklist." *Columbia Business School*,

www8.gsb.columbia.edu/sites/default/files/files/Dean_DEI%20Checklist_FY21.pdf, accessed 7

June 2022.