

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

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- 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
-

Making Virtual Meetings Inclusive: Exploring Equity Gaps

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

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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"/>

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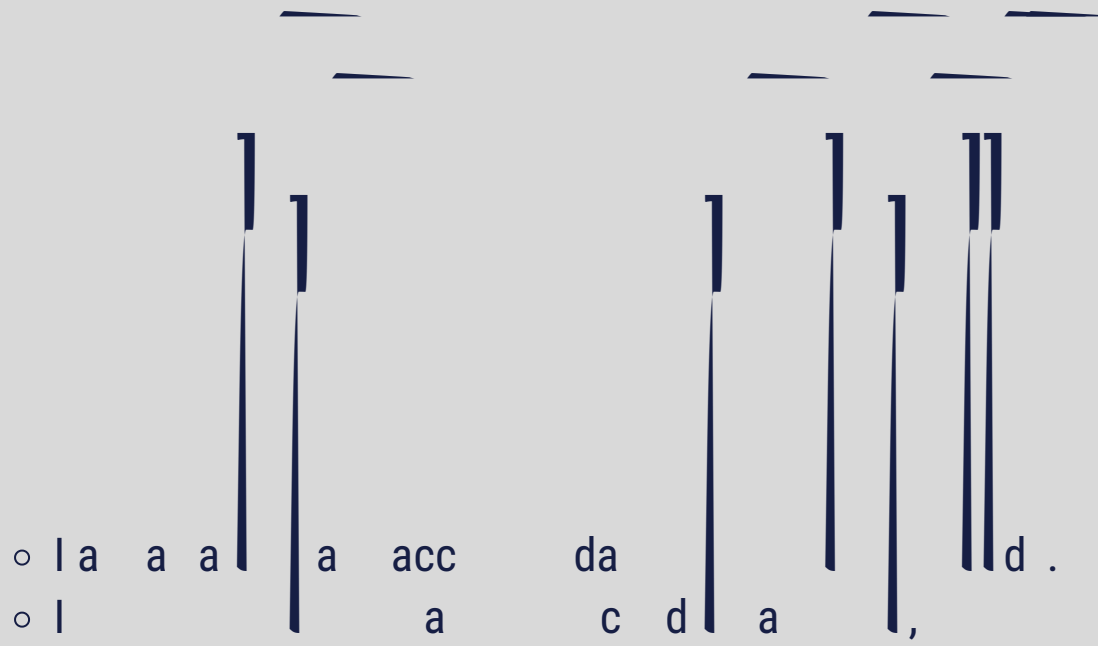
- Collaborate
- Elevate the unconscious
- Check your implicit bias
- Check your assumptions

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 Visual Meaning Include: Easing Easiest



Making Virtual Meetings Include Everyone

00:00:00

- Place a d a
- Call a Na ca
- Add Z
- Update CU La d Ac d
- Add a
- Update a a
- Remove c a

- Remove a a c
- Add a b c d d

Making Virtual Meetings Inclusive: Engaging Everyone

- Accessibility: Video, captions, screen reader compatibility
- Time: Flexible scheduling, asynchronous options
- Platform: User-friendly, mobile access
- Engagement: Interactive tools, polls, breakout rooms
- Support: Technical assistance, onboarding

Making Virtual Meetings Inclusive: Engaging Everyone

