## Interpretations

safe places don't exist in this workplace setting KLC has to do the
work for the
individuals and
we need to keep
doing training to
build capacity

There's an interpretation I'm trying to find the words for... around generational differences. But I'm not sure what it is. Just seems a factor.

I value being liked and comfortable more than pushing

focused on DEI without paying attention to belonging

without
understanding of
the inequities in
the system it's
hard to know what
progress looks like

we are asking
those who have
experienced the
inequity to do the
heavy lifting on
repairing them

I stay busy doing
"things" rather than
trying to learn
about the inequities
associates
experience

busy doing
' rather than
g to learn
he inequities
sociates
berience

people fear
they might be
penalized if
they say what
they think

One
interpretation is I
have done too
much to support
those effected
with inequity.

don't know each other well enough to speak from the heart One
interpretation is
I'm loyal to what
KLC used to be,
not to what it
could be.

I get defensive, I react, I seek a solution (we're not listening for loss)

associates feel they are the only ones that feel inequities in the system

I am more afraid of disruption than I am to doing difficult disruptive work

pressure to be seen
as welcoming to
the "right" puts
some of us in the
closet about who
we really are

One interpretation is we are scared to name that we have done wrong. KLC does not do internal conflict openly.

I create
workarounds, but
don't challenge
the system to
improve

without specific examples it's hard to get motivated when you haven't experienced it

KLC does not know how to interact with protection, direction or order. if we push further, we'll alienate support

KLC is not okay with any casualties

inequalities vs inequalities i"ve been programmed to see we need more training internally to understand DEI

we have not staying quiet means less risk enough to and unforeseen outcomes/ maybe feeling what.

I know that staff
are feeling
inequity, but
e choose safety
n over their justice.

ignores the hierarchy of status with the regard to the work we do

I'm not as disadvantaged as I think I am those of that are new don't see it as our mess

employees are more protected than they think they are.

One interpretation is that I'm more loyal to protecting myself than helping the group make progress

KLC is not concerned with protecting anybody we value leadership in a system that privilege certain people

I know that staff

I have too high expectations and unrealistic in the context of our world..

KLC is not okay with having some casualties

one interpretation is that I/we don't know the system well enough to feel comfortable speaking on it.

One interpretation is that we have too much other work going on at KLC to do DEI work well

one interpretation
is that I need to
be honest about
my part of the
mess

are feeling
inequity, but have
seen negative
consequence in
their advocacy

employees do not feel protected I am the wrong person to work this challenge.

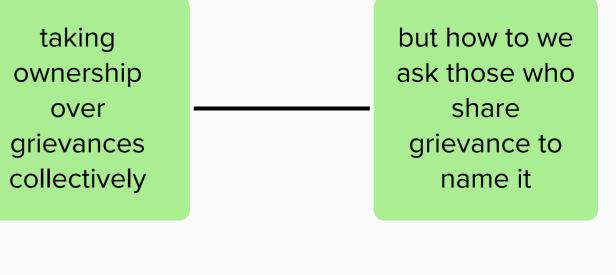
one interpretation
is that its a people
of color issue. or an
age issue. or a level
of role issue and
not an all issue.

One interpretation is I am the right person to work this challenge

One interpretation is that as a person of color, I'm exhausted of being looked to find the solution, just for it to remain a conversation.

## Possible Interventions

"Body is not an apology"
"White Women..."
book study



"I am from" exercise create
trustworthy
process
around naming
grievances

who work
is it

identifying practices and policies that are problematic

Tyrena: I listen to intentional conversations podcasts on Fridays held by Dr.Nika White. Great discussions regarding DEI

Chris G: Potential intervention: A gap exercise focused on this topic with the goal of getting to a more shared understanding of success.

Sam: focusing sessions on internal DEI so we can focus on ourselves.

NEXT TIME WITH THIS PROCESS

sit with data longer

get clear on challenge