It's About Respect

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Human Resources Consulting
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Agenda

- Quiz
- Environment
  - How did we get here?
  - What's happening now?
- Evolving Workplace
- How do we assess our workplace?
- Strategies
  - High level
  - Specific
- Next Steps
- Question and Answer

Quiz

1. Over the past 12 months, your complaint frequency is...
   A. Decreasing
   B. Staying the same
   C. Increasing

2. Your anti-harassment/bullying policy is...
   A. In place and well known
   B. In the books but few know it
   C. Still just a topic of conversation

3. The #MeToo movement makes you...
   A. Confident that you have the right policies
   B. Re-examine the policies you have
   C. Worry about possible incidents at work

4. When is the last time your employees and students had sexual harassment training?
   A. In the past year
   B. In the past 2-3 years
   C. More than 3 years

5. How old are your anti-harassment policies?
   A. Updated yearly
   B. A few years
   C. Couldn't say for sure
Results

1. Over the past 12 months, your complaint frequency is...
   A. Decreasing
   B. Staying the same
   C. Increasing

2. Your anti-harassment/bullying policy is...
   A. In place and well known
   B. In the books but few know it
   C. Still just a topic of conversation

3. The #MeToo movement makes you...
   A. Confident that you have the right policies
   B. Re-examine the policies you have
   C. Worry about possible incidents at work

4. When is the last time your employees and students had sexual harassment training?
   A. In the past year
   B. In the past 2-3 years
   C. 3+ years

5. How old are your anti-harassment policies?
   A. Updated yearly
   B. A few years
   C. Couldn’t say for sure

In regards to respect in the workplace...

What is the number one issue you are seeing in your workplace?

What is the Current Environment?
What Currently Exists?

- Title VII - “prohibits employers from discriminating against employees on the basis of sex, race, color, national origin, and religion . . . also applies to private and public colleges and universities, employment agencies, and labor organizations.”
- Title IX – “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
- Safe and Supportive Schools Act (MN) – “school districts are now required to track and investigate cases of bullying, and have an obligation to provide enhanced training to staff and teachers on how to prevent bullying.”
- …numerous other acts, affirmative action programs, etc.

What’s Happening Now?

- Launch of mandatory trainings across the US – affects various private, public, government sectors
- Minnesota State High School League (MSHSL) – transgender athletes
- Betsy DeVos – Proposed Title IX regulation changes
- “Operation Varsity Blues”
### From a student perspective..

<table>
<thead>
<tr>
<th>Public Elementary and Secondary (Prediction for Fall 2019)</th>
<th>Undergraduate (Realized Fall 2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 48 percent white</td>
<td>• 57 percent were white</td>
</tr>
<tr>
<td>• 16 percent black</td>
<td>• 14 percent were black</td>
</tr>
<tr>
<td>• 27 percent Hispanic</td>
<td>• 19 percent were Hispanic</td>
</tr>
<tr>
<td>• 6 percent Asian/Pacific Islander</td>
<td>• 7 percent were Asian/Pacific Islander</td>
</tr>
<tr>
<td>• 1 percent Native American</td>
<td>• 1 percent were Native American</td>
</tr>
<tr>
<td>• 3 percent members of two or more races/ethnic groups</td>
<td>• 4 percent were members of two or more races/ethnic groups</td>
</tr>
</tbody>
</table>

### Being Different Together

- Experiences
- Beliefs
- Values
- Race
- Gender
- Personalities

### Elements of Diversity

[Diagram of Diversity]
In terms of assessment...

- Who do we have to assess?
  - Employees
  - Faculty
  - Staff
  - Students
  - Parents
  - Miscellaneous third parties

How do we assess?

- Think about your population first
  - Ask yourself what method works best
  - Ask yourself if the method is appropriate
    - Age of student evaluation is a large deciding factor
  - Develop a committee to review assessment methods

- Methods may include:
  - Surveys – choose your words carefully
  - Special events – post-event feedback/reporting
  - Counseling reports
  - Individual reports

Core Strategies

- Respectful Workplace
Strategy #1: Become a Storyteller

- The power of a strong story according to Tony Robbins can:
  - Emotionalize information
  - Give color and depth to otherwise bland material
  - Allow people to connect with the message in a deeper, more meaningful way

Strategy #2: Emphasize with a Game

- Present vignettes / short videos
  - Cases that are clear violation
  - Cases that are not
  - Cases that are in the gray area

Strategy #3: Teach a Skill
Thank you!

Questions?

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