



Ask Us Anything

Expert Panel

Emotional Wellbeing, Relationship Management &
Diversity/Equity/Inclusion

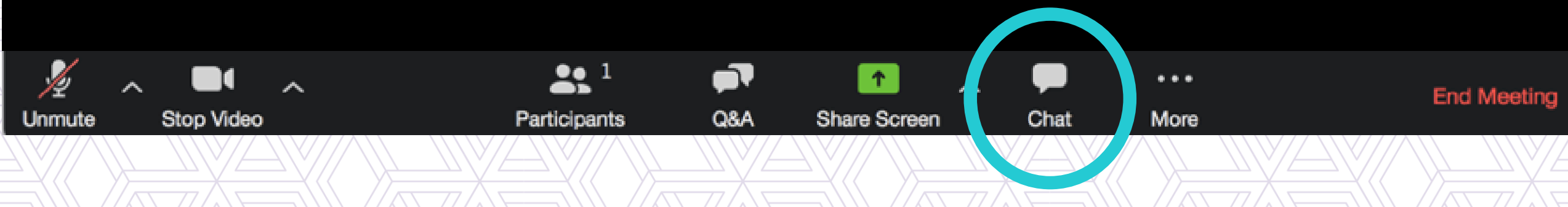
April 10, 2020

Ask questions of the presenters and moderators using the Q&A feature.



Engage with all participants using the chat feature.

When the chat window pops open, it may default as sending only to “panelists” or “host.” To chat with everyone, toggle the drop-down to “All attendees + panelists.”



A photograph of a yellow door set in a dark wood wall. To the right of the door is a lit lantern. The word "welcome" is overlaid in white text on a dark horizontal band across the middle of the image.

welcome



introductions

Photo by Andre Mouton from Pexels



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Aaron Wolowiec

he, him, his

Learning/Meetings Strategist

Certified Facilitator/Mentor Trainer

Author, Coach & Speaker



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Lindsay Gross

she, her, hers

Certified ToP Facilitator

Mentor Trainer



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Alina Cooper

she, her, hers

Director of Project Management



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Krista Rowe

she, her, hers

Director of Diversity, Equity and
Inclusion

A close-up photograph of a hand with the index finger pointing directly at the viewer. The background is dark and filled with out-of-focus, colorful bokeh lights in shades of yellow, white, and blue. A semi-transparent dark horizontal band is overlaid across the middle of the image, containing the text.

your turn

Introductions

In the chat box, share the following as a single post:

- Name
- Pronouns
- Role (formal or informal)
- Organization (no acronyms, please!)
- Something YOU are an expert in – and feel free to use the term *expert* loosely!

Reminder! Check the chat box “To:” section and toggle it so that it sends your chat to “all attendees + panelists.”



housekeeping

Photo by Jan Kopřiva from Pexels

Housekeeping

- We are recording today's webinar (1 – 2 p.m. ET)
- Don't worry, we can't see or hear you!
- We'll be sharing our resources with you (e.g., PPT, links)
- You're welcome to take screenshots
- Subscribe to our newsletter: **eventgarde.com/subscribe**
- Follow us on social media: **Event Garde**

A stack of books is shown in a shallow depth of field. A black pen with a silver clip is resting on the top book. The background is blurred, showing a desk and a laptop. The word "agenda" is written in a large, white, sans-serif font across the center of the image.

agenda

Photo by Mohammad Danish from
Pexels

Agenda

- The Facilitation Feelings: Caring for Participants and Team Members
- Nurturing Client Relationships and Management
- How COVID-19 impacts Diversity, Equity and Inclusion
- Q&A Session

A hand-drawn red heart is centered on a white card. The word "caring" is written in white lowercase letters across the heart. The card is placed on a light-colored wooden surface. In the background, a box of various colored markers is visible, and a single red marker lies on the surface to the right of the card.

caring

Why?

- Unique and challenging times
- Professional and personal lives have all changed dramatically
- Loss of control
- Increased anxiety and stress
- Limited ability to manage



Caring for Participants

- A facilitative leader's job is to care for those under our "charge"
- Business case for tending to the people
- If we take people out of the work, we are missing the full picture



Leadership is not about being in charge.
Leadership is about taking care of those in your charge.

Simon Sinek

startwithwhy.com

Caring for Participants - How

- Name it!
- Networking exercises that tap into current distress
 - What do we need to let go of?
 - Name one way COVID is impacting you today.
 - Name a worry, put it in a virtual jar and let it go.
- R-level questions



Caring for Teammates

- Virtual team-building activities
- Send teammates notes, texts or emails to show appreciation and gratitude
- Manage your discomfort
- Assist if asked in managing theirs



A close-up photograph of two hands, palms up, holding a small, bright yellow flower with a dark center. The hands are positioned symmetrically around the flower, which is centered in the frame. The background is blurred, showing hints of other people and colors. A dark horizontal band is overlaid across the middle of the image, containing the word "relationships" in white, lowercase, sans-serif font.

relationships

Photo by Lina Trochez on Unsplash

4 Ps for Nurturing Relationships

- Practice empathy and compassion
- Purposeful communication
- Provide resources and collaboration
- Power of personal outreach



*What **you can do** in this current situation to instill confidence or inspire?*

Purposeful Communication

Identify your audience



Photo by Josh Calabrese on Unsplash

- Stakeholders
 - Internal
 - External
- Be intentional
 - Listen
 - Reflect
 - Respond

Provide Resources & Collaboration

We are better together - apart



Photo by [Bill Oxford on Unsplash](#)

- Identify immediate needs
 - Flexible
 - Responsive
- Partnerships
- Resources
- Mission = Purpose

Power of Personal Outreach

- Touchpoints:
 - Pulse or Wellness Checks
 - Phone Call
 - Virtual Happy Hours
 - Spirit Week
- Methods:
 - Handwritten Note
 - Recorded Message or Video
 - Slack



Let's taco
'bout how
awesome
you are.



You are the GUAC!

Your efforts are the "EXTRA" added to
make the Event Garde taco a
GRANDE SUPREME.

Thank you for all you do
and for continuing to go above and
beyond.



Be a Ripple



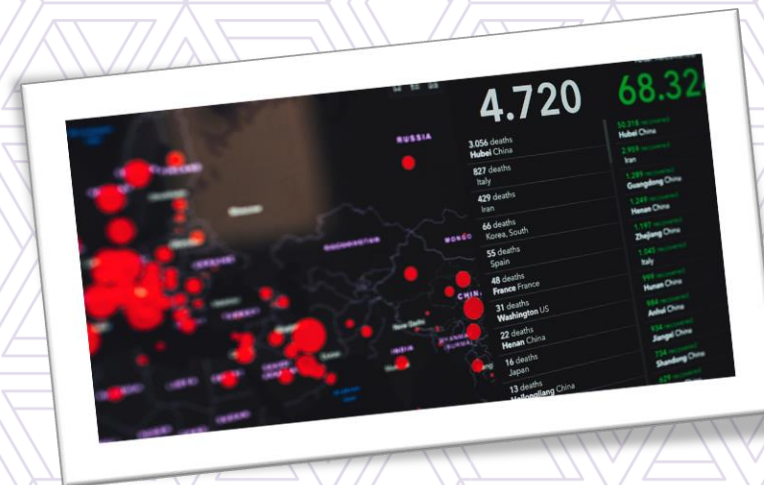
Photo by Yoann Boyer on Unsplash

A top-down view of a cobblestone path. The path is composed of various shades of grey and blue stones. In the center, a larger, dark grey stone is set, which serves as a background for the text. The text 'equity concerns' is written in a bold, white, sans-serif font. There are some small, brown and yellow leaves scattered on the stones.

equity concerns

Deepening Inequity: Race

- Black people are 40% of COVID-19 deaths in MI
- Lack of racial data
- Increase in racist acts against Asian Americans
- Racial bias in testing



Deepening Inequity: People with Disabilities

- Telework/Telehealth
- Discrimination in triage



Deepening Inequity: Class Divide



- Staying at home
- Healthcare coverage
- Living wage
- Paid sick leave

Systemic Oppression

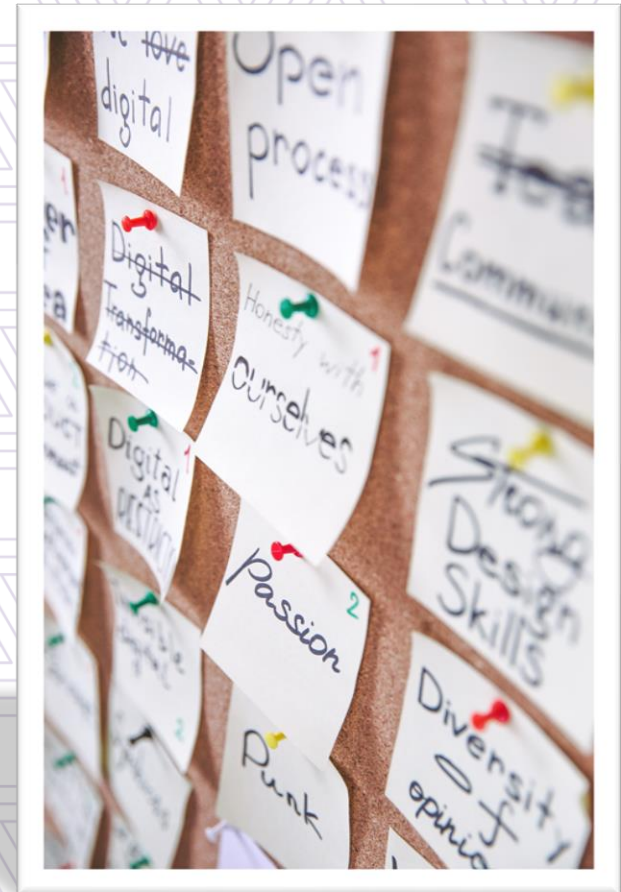


The lens of systemic oppression is a lens we intentionally employ to sharpen our focus on the ways in which any given form of oppression (race, gender, class, language, sexual orientation, etc) may be negatively impacting people's ability to make progress on the things they care about and/or preventing individual or collective action toward the achievement of a particular goal

<https://nationalequityproject.org/resources/featured-resources/lens-of-systemic-oppression>

DEI Practice: In my organization

- Acknowledge and communicate
- Look at mission and vision
- Connection with partners
- Be cautious about large revamping



DEI Practice: With Staff

- Acknowledge and communicate
- No business as usual
- Deprioritize productivity
- Change in capacity





q & a



wrap up

Save the Dates

eventgarde.com/events

Sales Survival Strategies Amidst COVID

April 14, 1 p.m. ET

To Post or Not To Post: How to Modify Your Social Media Strategy Amidst COVID-19

April 15, 1 p.m. ET

Teambuilding Activities for a Remote Workforce

April 16, 1 p.m. ET

HBA Live! Wellness Check

April 17, 1 p.m. ET

A background of warm white string lights at night, with a semi-transparent dark blue horizontal band across the middle. The lights are out of focus, creating a bokeh effect of soft yellow and white circles.

thank you



eventgarde.com/team