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7-2020

## **Best Practices for a Great Workplace Culture: DEI and the Workplace Culture at Clemson Libraries**

Alydia Sims

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# BEST PRACTICES FOR A GREAT WORKPLACE CULTURE:

DEI and the Workplace Culture at  
Clemson Libraries

By Alydia C. Sims

# PURPOSE



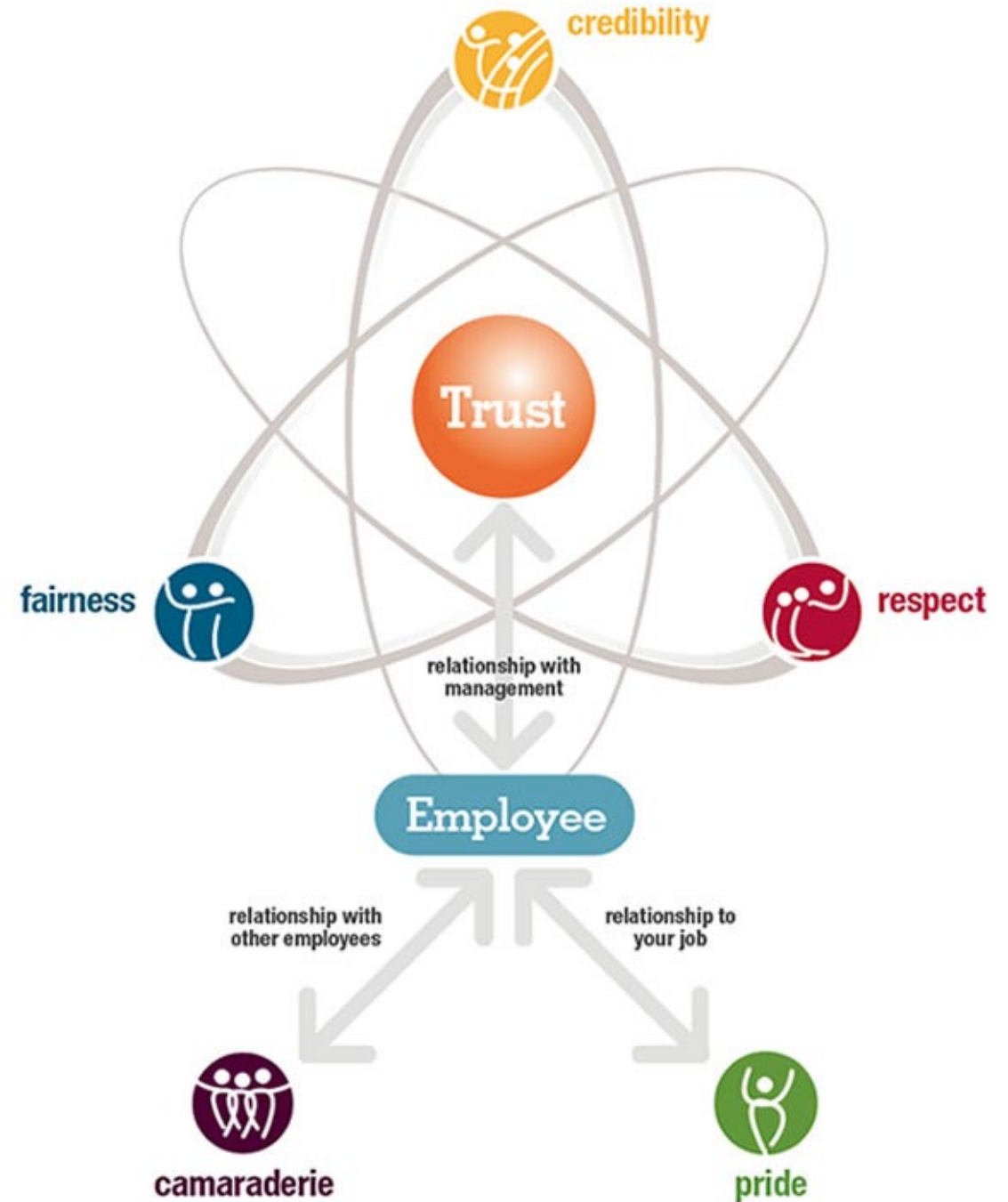
Provide insight on how best to support underrepresented employees during a crisis



Create a safe workplace culture for all employees

# WORKPLACE CULTURE

- “...at its core, a great workplace is about the level of trust that employees experience in their leaders, the level of pride they have in their jobs, and the extent to which they enjoy their colleagues” (GPTW, 2020).





# HOW ARE YOU DOING?

- Check in with one another
- Create a safe space
- Now is the time to check in on how your employees are as people, and not just employees.

# BETTER SUPPORT DURING A CRISIS



Team meeting with no agenda



Supervisors...try to create opportunities for over-burdened employees to stop/de-compress while at work



Try to let employees know that you are aware of the impact societal issues has on the human psyche.



# CREATING A CULTURE OF CARE

Let them  
know you're  
aware

Set aside  
time without  
question

Try reading  
the room

Options,  
options,  
options

Open door

Be sincere



# BE THE CHANGE



Be consistent



Create, build, train, lead



# RESOURCES

Redfern Health Center 864 656 3571

Joseph F. Sullivan Center 864 986 1218

Deer Oaks Employee Assistance Program

CAPS Therapy Assistance Online

Clemson University Police Department/On-Call  
Counseling 864 656 2222

Counseling and Psychological Services 864 656 2451

Greenville CRISISline 864 271 8888

Crisis Textline "Tigers" to 741741

Suicide Prevention Lifeline 1 800 273 8255

# REFERENCES

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