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

Alydia Sims

Follow this and additional works at: https://tigerprints.clemson.edu/lib_pres

Part of the Library and Information Science Commons
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


COVID RTW Training Plan [E-mail from C. Townsend]. (2020).